# THIRD REPORT

OF THE

# PAKISTAN PUBLIC SERVICE COMMISSION

FOR THE

*PERIOD 1st JANUARY, 1950 TO 31st DECEMBER, 1951.*



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## INTRODUCTION

The Government of India Act, 1935, (as adapted) does not make it obligatory for the Pakistan Public Service Commission to give an account of their work. But the Commission desired to take the public into confidence and with the approval of the Government have decided to publish their annual reports.

2. As far as the Commission's Annual Reports for the years 1949,1950 and 1951 are concerned, these were prepared by the previous Commission but not published during their tenure. In January, 1954, Government decided that these Reports should also be published with explanations of the Ministries/Divisions concerned, on the remarks made by the Commission. The question whether these Reports of the previous Commission should or should not be published was further examined. In August, 1954, it was finally decided that all the reports of the Commission should be published. Accordingly, the Commission are now publishing these reports with explanations of the Ministry/Division concerned wherever necessary.

The Commission, however does not choose at this stage to comment upon these explanations.

## GENERAL

3. *Personnel.*—During the years under review personnel of the Commission consisted of

(*i*) Mr. M. Afzal Husain ... ... ... ... ... ... Chairman.
(*ii*) Mr. Shahid Suhrawardy ... ... ... ... ... ... Member.
(*iii*) Khan Sahib Abdul Ghafoor Khan (till 25-4-50) ... ... ... Member.
(*iv*) Mr. Charles M. Lobo. (Joined on 23-5-51) ... ... ... ... Member.

4. The Commission recorded their feeling of profound grief at the sudden and untimely death of Khan Sahib Abdul Ghafoor Khan whom they always found a most pleasant and loyal colleague.

5. *Staff.*—Adeeb-ul-Mulk M. S. Mohiyuddin, was appointed Secretary, Pakistan Public Service Commission from 1st April, 1950 and continued till the 31st July, 1950 when he was selected for appointment as President, Secondary Board of Education, Karachi. The Commission were sorry to lose his services. The post of Secretary remained vacant till the September 14th, 1951 when Mr. D.S. Ife, C.S.P., joined the post in London, where he made a brief study of the working of the Civil Service Commission. Mr. Ife reached Karachi on October 9th.

6. Mr. Sardar Ahmad continued as Assistant Secretary of the Commission.

7. Dr. G. M. Mehkri, Additional Assistant Secretary was relieved of his duties on 30th June, 1950 on his appointment as Assistant Accounts Officer in the Office of the Accountant General Pakistan Revenues.

8. Khan Bahadur Fazle Elahi Quraishi continued as Officer on Special Duty. Another post of Officer on Special Duty was created from 17th January, 1951, and Agha Iftikhar Hossain was appointed to it.

9. Mr. Rafi-uz-Zaman Khan, was appointed as Psychologist, with effect from the 1st May, 1951.

10. Messrs. Abdur Rashid, Anwarul Hasan Quraishi and G. H. Kazmi, Superintendents of the office of the Commission officiated temporarily as Assistant Secretaries at different times during the period under report.

11. The Ministerial and Class IV staff, during the years 1950 and 1951, consisted of the following :—

| | 1950 | 1951 |
|---|---|---|
| Superintendents ... ... ... ... ... ... | 4 | 4 |
| Assistants-in-Charge ... ... ... ... ... | 1 | 2 |
| Assistants ... ... ... ... ... ... | 24 | 30 |
| Confidential Assistants ... ... ... ... ... | 2 | 2 |
| Stenographers ... ... ... ... ... ... | 4 | 4 |
| Steno-typist ... ... ... ... ... ... | 1 | 1 |
| Upper Division Clerks ... ... ... ... ... | 2 | 4 |
| Lower Division Clerks ... ... ... ... ... | 35 | 34 |
| Record Sorters/Duftries ... ... ... ... ... | 8 | 7 |
| Jamadars ... ... ... ... ... ... | 3 | 3 |
| Peons (including Farash & Chowkidars etc.) ... ... ... | 17 | 16 |
| Sweepers ... ... ... ... ... ... | 2 | 2 |

12. The Secretary of the Pakistan Public Service Commission is ex-officio Field Recruiting Officer of the United Nations in Pakistan.

13. *Accommodation* :—The Commission continued to occupy the Hindu Gymkhana Building. As this building is insufficient for the needs of the Commission's office, Government have been requested to provide additional accommodation.

14. *Receipts and Expenditure* :—The total receipts and expenditure during the financial years 1949-50 and 1950-51 were as follows :—

| | 1949-50 Rs. | As | Ps. | 1950-51 Rs. | As. | Ps. |
|---|---|---|---|---|---|---|
| Receipts ... ... ... ... ... | 86,857 | 0 | 0 | 89,784 | 0 | 0 |
| Expenditure :— | | | | | | |
| (*a*) Pay of Officers ... ... ... | 1,20,040 | 0 | 0 | 1,01,214 | 0 | 0 |
| (*b*) Pay of Estt., ... ... ... ... | 1,12,830 | 0 | 0 | 1,48,250 | 0 | 0 |
| (*c*) Allowances & Hon., ... ... ... | 57,300 | 0 | 0 | 74,915 | 0 | 0 |
| (*d*) Other Charges ... ... ... | 89,940 | 0 | 0 | 1,11,906 | 0 | 0 |
| Total ... | 3,80,110 | 0 | 0 | 4,36,285 | 0 | 0 |

15. *Receipt and Despatch* :—The number of letters received and despatched during the period under review is given below :—

| | 1950 | 1951 |
|---|---|---|
| Number of letters received ... ... ... ... | 47,086 | 53,648 |
| Number of letters despatched ... ... ... ... | 22,030 | 36,107 |

## RECRUITMENT BY SELECTION.

16. During the period under report the Pakistan Public Service Commission issued 90 advertisements for 752 posts and 15 advertisements for the award of 20 Stipendiary Foreign Scholarships. Besides, two advertisements for the award of 250 Scholarships offered to Pakistan under the Technical Assistance Scheme were issued direct by the Ministries (one by the Education Division and the other by the Ministry of Industries). In response to all these advertisements the Commission received 7388 applications and 3747 candidates were interviewed. The candidates applying from East Pakistan were interviewed at Dacca and those applying from West Pakistan were interviewed at Karachi and Lahore.

17. The Commission recommended 681 candidates for different posts and 49 candidates for Scholarships. (Detailed information will be found at *Appendices I to IV*).

18. In most cases the Commission's nominees were accepted for appointment by the Government.

19. In a few cases the posts have not so far been offered to the Commission's nominees.

20. There have been cases in which the Ministries/Divisions have inordinately delayed the appointment of Commission's nominees. (*See Appendix V*).

21. A list of cases where the Commission were not able to recommend any suitable candidate for appointment is placed at *Appendix VI*. In a few of these cases the Commission suggested revision of the pay scales, re-advertising the posts after a year or so when fresh talents might be available ; or sending suitable persons for training.

22. In the following cases the Commission requested the Provincial Commissions to interview candidates on their behalf. The final selection was however, made by the Pakistan Public Service Commission themselves :

(1) Award of scholarship by the Royal Commission for the Exhibition of 1851, London.

(2) Editor for Trade Journal under the Commerce Division.

(3) (a) Assistant Quarantine Entomologist, (b) Assistant Plant Protection Entomologist in the Department of Plant Protection, Karachi, and (c) Assistant Entomologist, Department of Agriculture, Baluchistan.

(4) Superintendent for Exploration in the Archaeological Department.

23. In the following selections the time at the disposal of the Commission was so short, that interviews could not be arranged and selection was made on the basis of paper qualifications :—

(1) Award of Scholarship offered by the Colorado School of Mines, Colorado, U.S.A.

(2) Award of Scholarship offered by the French Government to a Pakistan National for 1950-51.

(3) UNESCO Scholarship offered by the Netherlands Government for a Pakistan National.

(4) Assistant Locust Entomologist in the Department of Plant Protection.

24. In the following cases the Commission did not hold fresh interviews but the candidates were considered on the basis of their previous interviews for other posts.

| Post for which selected. | Post for which interviewed | Date of interview. | Date of Selection. |
|---|---|---|---|
| 1. Deputy Locust Entomologist in Plant Protection Department. | Central Overseas Scholarships 1949-50. | February 1950 ... | October 1950. |
| 2. Assistant Director Statistics | Deputy Director Joint Cypher Bureau. | May 1949 ... | September 1950 |
| 3. Editor 'Pakistan Trade Journal,' Department of Commercial Intelligence. | Research Officer (Economics) Ministry of Economic Affairs. | December 1949 ... | May 1951. |

25. *Written Test in Recruitment* :—To assess their suitability more accurately in certain cases the candidates were required to take written tests before their interviews. A list of such cases is given below :—

(1) Two Economic Investigators in the Labour Division.

(2) (a) Four News Editors, (b) Eleven Assistant News Editors, (c) Five Sub-Editors and (d) Two Monitoring Officers in Radio Pakistan.

(3) Persian Translator in the Commerce Section of the Embassy of Pakistan in Kabul.

(4) Research Officer in the Department of Advertising, Films and Publications, Government of Pakistan.

(5) Editor, English Magazine 'Pakistan' in the Department of Advertising, Films and Publications, Government of Pakistan.

(6) Urdu Reporter for the Constituent Assembly of Pakistan

(7) Assistant Director in the Department of Advertising, Films and Publications, Government of Pakistan.

*(8) Senior Translator in the Secretariat of the Constituent Assembly of Pakistan.

(9) News Editors and Assistant News Editor, Radio Pakistan.

(10) English Reporters for the Tariff Commission, Government of Pakistan.

(11) Information Officers in the Press Information Department.

**N. B.*—No interviews were held in this case which was decided on the results of the written test only.

26. *Recruitment Abroad* :—Certain posts demanding very high attainments were also advertised in the U.K., U.S.A. and other countries through the High Commissioners or Ambassadors concerned.

27. In such cases the candidates were interviewed by special Boards set up by the Pakistan Legations and their views communicated to the Pakistan Public Service Commission. The final selection, however, was always made by the Commission. A list of such cases is given below :—

(1) Chief Engineer for Karachi Joint Water Board.

(2) Lady Principal for Central College for Women, Karachi.

(3) (a) Director of Studies, (b) Senior Tutor, Scientific Studies, under the Ministry of Defence.

(4) Lecturer in French in the University of the Punjab.

(5) Director of Archaeology under the Government of Pakistan.

(6) Two Programme Assistants, Burmese Unit, Radio Pakistan.

(7) Publicity and Public Relations Officer for the East Bengal Railways.

(8) District/Divisional Mechanical Engineers, Railways.

(9) District/Divisional Signal Engineers in the Signal Engineering Department, Railways.

(10) District/Divisional Electrical Engineers in the Electrical Engineering Department, Railways.

(11) Translator/Announcer in the Burmese Unit of External Services, Radio Pakistan.

(12) Deputy Educational Adviser (Technical).

(13) Manager for the East Bengal Railway Flotilla.

(14) Deputy Director General (Supply) in the Department of Supply and Development.

(15) Controller of Insurance (Superintendent of Insurance).

The post at item (4) above was not actually advertised in foreign countries but the Ambassador of France in Pakistan and the Ambassador of Pakistan in France, were requested to recommend names of a few suitable candidates.

## ASSOCIATION OF INDEPENDENT EXPERTS FOR RECRUITMENT TO POSTS REQUIRING TECHNICAL QUALIFICATIONS

28. In cases where the qualifications required were of a technical nature, the Commission, in addition to the Departmental Representatives, usually invited Independent Experts to assists them at the interviews.

29. In the case of selections for :—

(1) Training awards offered to Pakistani Nationals under the Technical Assistance Programme, U. K. National Coalboard, and

(2) Scholarships/Fellowships likely to be available under the Technical Assistance Scheme of U. N., Commonwealth and U.S.A.,

the advertisements were issued by the Education Division or the Ministry of Industries. On the Commission's raising an objection to this, the applications received in response to such advertisements were forwarded to the Commission for making final selections. The Commission undertook the recruitments and finalised them after interviewing the candidates.

*Explanation* :—Explanation not received.

30. The Commission observed that when the Divisions advertised the Scholarships no prescribed application forms were used and no fees were charged with the result that incomplete information was received and a large number of persons not possessing suitable qualifications applied and the labour of making selection increased. They, therefore, suggested that the entire task of selection, *i.e.*, from the issue of the advertisement to the finalisation of the selection, should be entrusted to the Commission.

*Explanation* :—In the case of scholarships awarded by the Government of Pakistan, it was decided that the entire task of selection, *i.e.*, from the issue of advertisement to the finalization of the selection would be entrusted to the Commission.

In the case of scholarships offered by Foreign Governments/Institutions, it was decided that the selection would be made by the ad-hoc selection committees. This decision was taken in view of the fact that more often the Ministry of Education is required to finalize selection in less than a month's time and also it is desired by the donors that their representative should be associated with the selection of candidates. The inclusion of a representative of the Pakistan Public Service Commission on these ad-hoc selection committees was also suggested, but the Pakistan Public Service Commission did not agree to it.

## LATE CANCELLATION OF RECRUITMENTS.

31. In the following cases the Commission were asked by the Ministries to cancel recruitments, after applications had been received.

(1) (a) Principal and (b) Vice-Principal, for the Junior Teacher's College, Karachi.

(2) Registrar of Trade Marks, Commerce Division,

(3) Additional Controller of Hotels and Lodging Houses.

(4) Interpreter in the Embassy of Pakistan, Peking. (Fee not refunded in this case as none of the candidates were found upto mark.)

Such actions of the Ministries/Divisions create a most awkward position for the Commission, lower their prestige, increase their work and shake the confidence of the public. Incidentally, in the above cases the application fees were refunded. Thus entailing additional work.

*Explanation* :—It was on the 22nd of July, 1950, that the Ministry of Education, with the concurrence of the Ministry of Finance, sanctioned the establishment of Junior Teachers' Training College for training primary school teachers (Men and Women) and creation of various posts on the staff thereof. Requisition for the recruitment to the posts of Principal and Vice-Principal was sent to the Pakistan Public Service Commission thereafter. Subsequently the new Educational Adviser joined and he declared the training scheme, already sanctioned, as defective for the following reasons :

(*i*) The scheme did not provide residential accommodation.

(*ii*) There was no provision for pupil teachers.

(*iii*) The scheme provided co-educational arrangements. Consequently it was decided to revise the Training Scheme which was already sanctioned. Pending revision of the training scheme, the Pakistan Public Service Commission were asked not to proceed with the recruitment of the Principal and the Vice-Principal of the Junior Teachers' Training College. The revised scheme provides separate training institutions for men and women teachers. The original scheme was, therefore, not implemented.

*Explanation* 2 :—The requisition for the appointment of Registrar of Trade Marks was withdrawn in the public interest.

*Explanation* 3 :—Explanation not received.

*Explanation* 4 :—The recruitment had to be cancelled as it had become possible to make more economical arrangements.

## CANCELLATION OF RECRUITMENT AFTER INTERVIEW.

32. A requisition for recruitment to the posts of (a) Director of Studies (b) Senior Tutor Humanities, and (c) Senior Tutor of Sciences was received in May, 1950. After the Commission had completed the interviews (Ministry of Defence duly associated) they were informed, in November, 1950 that the Ministry had filled the posts in question by Service Officers. (As the Ministry did not anticipate that suitable candidates would be available locally they had requested the Air Ministry in U.K. to provide suitable officers from R.A.F.). The Commission protested against this action as they could not appreciate the reasons which led the Ministry of Defence to approach the Air Ministry in U. K. without waiting for their recommendations. The matter was reported to the Cabinet Secretariat.

*Explanation* :—The three posts in question were service posts and Ministry of Defence were entitled to fill them by service officers. It was, however, originally intended to fill these posts by highly qualified civilians and suitable candidates from Pakistan were to be given preference for the posts of Senior Tutors. The posts were accordingly advertised through the Pakistan Public Service Commission in Pakistan, Australia, U.K. and U.S.A. through Diplomatic Channels.

2. Some time later it was realised that recruitment for these posts from civil sources was not practicable and that it would be advisable to fill them by service officers with the necessary technical experience and background. The C-in-C., R.P.A.F., consulted the Defence Secretary, while in London, and then arranged to fill the posts with suitable R.A.F. officers to obviate further dislocation in the scheduled training programme particularly as the posts had been vacant for some time and P. P. S. C. were proceeding leisurely in the matter.

3. The P. P. S. C. were immediately informed of this action *vide* this Ministry's letter No. 8678/A/D-7, dated the 25th November, 1950. The Commission were asked that all the applicants should be interviewed with a view to their future suitable employment in R.P.A.F. or for filling the above posts when they are nationalised. These interviews were carried out during October and November 1950 but this Ministry has not so far been informed of the results.

## RECOMMENDATION FOR DOWN-GRADING POSTS.

33. In the following two recruitments the Commission did not find any candidates suitable for appointment on the scale advertised and recommended certain candidates for appointment after the posts had been down-graded. The Ministries concerned accepted the advice of the Commission.

(1) Assistant Information Officer (Bengali) under the Information and Broadcasting Di

(2) District/Divisional Electrical Engineer, Pakistan Railways.

(The candidate was recommended for appointment as Assistant Engineer).

## ATTEMPT AT IRREGULAR RECRUITMENTS.

34. In the case of recruitment to the posts in the Civil Defence Organisation the advertisement was issued by the Home Division, Government of Pakistan. On the Commission's raising an objection, the applications received by the Home Division were forwarded to the Commission for making the selection. In order to avoid delay the Commission did not issue a fresh advertisement but interviewed the candidates who had applied in response to the Home Division's advertisement and made their recommendations accordingly.

*Explanation* :—No objection, but the heading may be changed to read as " Instances of Departure from Normal Mode of Recruitment ".

## MISCELLANEOUS TACTICS EMPLOYED TO INTERFERE WITH FAIR AND OPEN SELECTION

35. After a month of the communication of the Commission's recommendations for the post of Bullion Registrar for the Pakistan Mint, the Ministry approached the Commission to interview and assess the suitability of a candidate who had not applied in response to the Commission's advertisement. As the Commission had finalized the recruitment and had recommended a candidate for appointment to the post, they would not have entertained the fresh application still they, as a very special case, agreed to the Ministry's request and entertained the application. According to the Ministry's statement the candidate was in India and was expected to come to Pakistan in " near future ". The Commission waited for about four months but the candidate did not come to Karachi. The Ministry had to accept the Commission's recommendations communicated to them four months earlier.

*Explanation* :—This Ministry considers that the matter contained in the extract should not be included in the Annual Report of the Commission because neither the statement of the case as given in the extract is in conformity with the true facts nor the action taken by this Ministry could be construed as amounting to employment of miscellaneous tactics to interfere with fair and open selection.

The factual position is that in response to the advertisement for appointment to the post of Bullion Registrar, six applications were received by the Commission, of which five candidates (including Mr. Rashid Ahmad who was the sixth applicant) were considered by the Commission as suitable for interviews *vide* their secret letter No. F. 4/39/50-R, dated the 7th June, 1950. Though the Commission had specifically requested the Ministry of Finance for suggesting additional names, if necessary, for interview, this Ministry did not make any suggestion and accepted the Commission's selection of the five candidates for interview. The Commission then decided to interview at Lahore on Saturday, the 8th July, 1950 at 3-30 P.M. Messrs Abdul Rauf, Mohd. Amir Dolha, and Captain Mumtaz Manzoor of the Lahore Mint and asked this Ministry (in their letter No. F. 4/39/50-R, dated the 5th July, 1950) that the departmental representative should be present at the interviews. As this Ministry's representative could not go to Lahore at such a short notice, the Commission was requested to arrange for the interview at Karachi of all the five candidates including the three employees of the Lahore Mint referred to above. In their letter of 8th July, 1950 the Commission informed this Ministry that five candidates for the above post would be interviewed by the Commission in their office at Ingle Road, Karachi, on Saturday, the 15th July, 1950 at 10 A.M. and requested that the departmental representative should be present at the interviews.

In their subsequent letter of the 24th July, 1950, the Commission informed this Ministry that *all the six candidates were called for and appeared in the interviews held at Karachi*, and that the Commission recommended Mir Fazaluddin for appointment to the post. As one of the candidates (*viz.*, Mr. Rashid Ahmad who had been previously selected for interview by the Commission and was in India) did not come up for interview, it was not correct to say that all the six candidates appeared in the interviews. Further the Commission selected for the post Mir Fazaluddin, whom they had not previously approved even for interview. Further as Mir Fazaluddin did not possess the qualifications for the post as laid down in the advertisement and a relaxation was sought in his favour, and also because Mr. Rashid Ahmad who appeared to be the best qualified man for this job (he was Bullion Superintendent in the Hyderabad Mint for 9 years) could not come up for interview, the Ministry considered it advisable to enquire from the Commission if, in view of the special qualifications and experience of Mr. Rashid Ahmad and the existing difficulties of traval between India and Pakistan, they would have any objection to interview him also before a final selection was made. It was further added that Government was prepared to accept the delay that might be involved *if this proposal commended itself to the Commission.* I (Deputy Secretary Ministry of Finance) may note for your information that before communicating this proposal to the Commission, it had already been decided on this Ministry's file that if the Commission did not accept the proposal, formal orders for the appointment of Mir Fazaluddin would be issued forthwith. The Commission actually accepted the Ministry's proposal but as subsequent efforts to give effect to this proposal did not materialise the Ministry in thier letter of 24-11-1950, informed the Commission of their decision to appoint their nominee *viz.*, Mir Fazaluddin to the post. Necessary orders were accordingly issued on the same day to the Mint Master, Lahore and copy endorsed to the Commission.

It will thus be seen that the Ministry's suggestion was made with the sole object of getting the best possible person for the post and there was absolutely nothing which was done to interfere with a fair and open selection by the Commission. I trust the Commission will appreciate the position and if any personal discussion is desired I will be glad to do so.

36. The Commission recommended a higher initial salary as provided for in the requisition for a candidate recommended for appointment to the post of an Accountant in the Commerce Division of the Government of Pakistan. The Commerce Division offered the minimum of the scale as initial salary and the candidate refused to accept the post.

*Explanation* :—The Ministry of Finance did not agree to allow a higher initial salary as provided for in the requisition for appointment to the post of Accountant (i.e. Rs. 200-15-300-EB-15-500 for candidates with S.A.S. qualifications) to any other candidate except an S.A.S. As the candidates who were recommended by the Pakistan Public Service Commission for the post of Accountant were not S.A.S. qualified, they were offered pay in the scale of Rs. 125-10-225-EB-10-275-EB-25/2-350 as prescribed by the Ministry of Finance for non S.A.S.

37. In the case of recruitment to the post of Assistant Executive Engineer, Transport Division, under the Ministry of Communications, the Commission recommended a salary of Rs. 400 p.m. for their nominee but the officer was given a higher starting salary of Rs. 450 p.m.

*Explanation* :—The Commission's nominee for the post of Assistant Consulting Engineer (Roads) had stated in his application to the Pakistan Public Service Commission that the minimum starting salary acceptable to him would be Rs. 500 p.m. but the Commission while making its recommendation for his appointment, did not make any recommendation regarding pay. The question of pay was referred to the Commission on the 3rd of October, 1950, but their reply recommending a starting salary of Rs. 400 was not received until the 18.h of October, 1950. In the meantime, however, the need for the officer being urgent, the matter had been taken up with the Ministry of Finance, and on the basis of the justification furnished, that Ministry had sanctioned a starting salary of Rs. 450 p.m. on the 16th of October, 1950. Had the recommendation of the Commission been received in time and acted upon, the likelihood is that the Ministry would, to the detriment of public interest, have lost the services of the officer in question who was not prepared to accept a lower salary. The facts of the case were explained to the Commission who subsequently in their letter No. F. 4/35/50-R, dated the 15th of January, 1951, agreed to the salary of Rs. 450 p.m. which had been sanc.ioned by Government.

38. The Commission advertised, in November, 1949, the post of Manager for Steel Works and Rolling Mills under the Railway Division and recommended a candidate. The Railway Division refused to accept the recommendation of the Commission. Later in November, 1951, the Commission were asked to hold in abeyance the recruitment because the ownership of the Steel and Rolling Mills, an evacuee property, was under dispute.

*Explanation* :—The facts of the case are that this office did not accept the candidate recommended by the Commission for the post of the Manager, Steel Works and Rolling Mills, N.W.R. because he was not considered sui'able for it. The Cabinet Secretariat were consul'ed in the matter and it was proposed on their advice to put up the case to them, explaining why this office could not accept the recommendations of the Commission. But while this question was still under consideration the General Manager, N.W. Railway informed this office that in view of the uncertainty of the future ownership of the Steel and General Mills, which happened to be an evacuee property it would not be correct to recruit a Manager for the Mills. The Commission were therefore, asked to hold in abeyance our indent for the post. Thus, there was no intention on the part of the Railway Administration to interfere wi.h the open selection.

39. In March 1951 the post of Deputy Director General (Supply) was advertised by the Commission. Seventeen applications were received in response to that advertisement. When some of the interviews had been held the Ministry of Industries informed the Commission that they wanted to withdraw the requisition for this post. The Commission did not agree and completed the interviews. When the case was ready for finalisation the Ministry forwarded a fresh requisition wi h the request that the post be re-advertised. While in the first requisition the qualifications prescribed for the post were only technical in the revised requisition the Ministry prescribed alternative non-technical qualifications. The Commission re-advertised the post as desired by the Ministry and decided to consider also the candidates who had applied in response to their first advertisement without their submitting fresh applications.

*Explanation* :—Explanation not received.

40. In the case of recruitment to the posts of (*a*) Senior Manager, (*b*) Manager, (*c*) Administrative Officer and (*d*) Engineers-in-Charge for the Woollen Mills at Bannu and Harnai, the response to the Commission's advertisement (issued in Sep'ember, 1951) was poor. In December, 1951 it was suggested to the Ministry of Industries that the Services of at least two persons with extensive experience in the line be obtained from abroad and under-studies appointed from among the scholars who have received training abroad. The Ministry's views on this suggestion were not received till the end of the period under report.

*Explanation* :—Explanation not received.

41. In August 1949 the Commission advertised for the post of Controller of Patents and Designs, in Pakistan and abroad. In January, 1950 the Commission accept d the recommendation of the Ministry of Industries on behalf of a very well qualified candidate (from abroad) for appointment to the post of Controller of Patents and Designs under the Government of Pakistan. The candidate had been interviewed by the Board set up by the High Commission in U.K. and recommended. The Minis ry of Indus ries changed their mind and expressed the opinion that the employment of a non-Pakistani as head of a Department should, if possible, be avoided. This fact had not been mentioned in the requisi ion forwarded for recruitment to the post. In 1951 the Ministry came up wi h the request that the post should be re-adver.ised in Pakistan and in foreign countries and desired that the officer appointed by them to the post of Controller of Patents and Designs without the approval of the Commission be allowed to continue in the post. The Ministry backed up very strongly the case of one of their staff and Commission did not consider him qualified for the post. The Commission did not agree to this and recommended that to carry on the work an Assis'ant Controller of Paten's and Designs who had recently returned from abroad af er training may be put AD INTERIM in charge of he office wi hout the designation of Controller or Deputy Controller till a regular Controller was appoi ited. The Commission also explained to the Ministry that the officer sponsored by them would be fully occupied with his present job as Technical Secretary, Department of Scientific and Industrial Research, for which post he was recently approved by the Commission and it did not appear correct to con inue in the important post of Controller of Patents and Designs an officer who would be too busy and who had also not been considered by the Commission as suitably qualified for that post.

42. The Ministry have since informed (in January 1952) that they are trying to obtain the services of the Commission's first nominee.

*Explanation* :—Explanation not received.

43. For the posts of three Information Officers and one Assistant Information Officer the Commission recommended a candidate of 27 years of age for the post of Information Officer, Press Information Department, Government of Pakistan to be appointed after downgrading the post, at a salary of Rs. 500 as the candidate was very young and even in the highest paid regularly constituted service would not have received a salary of Rs. 700 p.m. at his age. The Ministry did not accept this suggestion and appointed the Commission's nominee at Rs. 700 p.m.

*Explanation* :—This refers to the non-acceptance by the Ministry of Information and Broadcasting of the Commission's recommendations to downgrade the post of Information Officer and to appoint their nominee at a salary of Rs. 500 p.m. The fact is that this Ministry advertised through Pakistan Public Service Commission the scale of pay of Rs. 700—50—1000 for this post and did no where mention in the advertisement that the selected candidate could be given a lower salary than the one advertised. In the " requisition " this Ministry did not also ask the Pakistan Public Service Commission to recommend downgrading of the post, if necessary, and the statutory provisions do not entitle the Pakistan Public Service Commission to make a recommendation in this behalf unless specifically asked to do so by a Ministry of the Government of Pakistan.

44. The post of Superintending Engineer (Roads) was advertised by the Commission in August 1949 and the recommendations of the Commission were communicated to the Ministry in November 1949.

45. After a year and a half of the communication of the recommendation for the post of Superintending Engineer (Roads), the Ministry of Communications informed the Commission that their nominee had not been approved by the Hon'ble Minister. According to the Cabinet Secretariat (Establishment Branch) O.M. No. F. 10/3/50—SE. II dated the 13th June 1950, the Ministry should have informed the Commission wi hout delay, if the recommendations were not acceptable. In such a case the Commission could have recommended a second name.

*Explanation* :—The temporary post of Superintending Engineer (Roads) was sanctioned in 1949. As no recruit ment rules had been framed for this post, it was open to the Ministry of Communications to make recruitment either through the Commission or by the transfer of a Class I Officer already serving in some other Ministry or Provincial Government. In the first instance, the Commission were requested to take action for recruitment, but the first two candidates recommended by them were found unsuitable, the first by the Commission themselves on scrutiny of his confidential record at the instance of the Ministry of Communications, and the second by the Ministry for attempting to influence the Hon'ble Minister in the matter of his appointment. In the meantime, an application from an Officer of the Central Engineering Authority, who had an excellent record of service and experience, was forwarded to the Commission, who, however, replied that the selection for the post having already been finalised, it would not be possible to consider any fresh application.

For the reasons that the Commission had not been able to recommend a suitable hand, that it was necessary for the officer appointed not only to be conversant wi h road construction and maintenance but also to be senior enough to deal wi.h the Chief Engineers of the Provinces, it was decided, to avoid further delay, to explore the possibility of obtaining the services of Provincial Officers. The response from the Provinces was discouraging, however, and all possible sources having been tapped in the process, the Officer of the Central Engineering Authority was, thus found to be the only candidate suitable for the post. He was accordingly appointed by transfer from the Central Engineering Au hority under Regulation 3(*a*) of the Pakistan Public Service Commission (Consultation by the Governor General) Regulations. The facts of the case were subsequently explained to the Cabinet Secretariat and the Commission and the latter in their letter No. F. 4/82/49-R, dated the 10th of September, 1953, were good enough to intimate that in the circumstances explained by the Ministry of Communications, they had no objection to the regular appointment of the Officer.

It will thus be seen that the action taken in both cases was in the public interest and that in both cases the position was subsequently regularised by the Commission.

46. The post of Director, Scientific and Industrial Research was advertised in October 1949. The Commission invited three candidates for interview. Two of them appeared before the Commission while the third who was in India remained absent although several attempts were made by the Commission to interview him. The Commission acknowledging that all the three candidates selected for interview were possessing "........... high academic qualifications and have been to foreign universities and they have published research work to their credit. Their scientific training and research experience are more or less similar " ; and discussing in detail the attainments of each candidate, recommended one as the best of the three, for appointment. The post was offered to the Commission's nominee but the Punjab Government under whom he was working were reluctant to relieve him. The offer of appointment was withdrawn by the Ministry by the time the Commission's nominee had arranged for his release from the provincial Government. The Ministry, without consulting the Commission, offered the post to the candidate who had not appeared before the Commission inspite of several chances given to him. The Commission requested the Ministry to cancel the offer made to the candidate not selected by the Commission and recommended a second name for appointment, if their first nominee was not acceptable. The Commission also protested to the Cabinet Secretariat against this irregularity of the Ministry. No action was taken by the Government on any of the Commission's letters and the candidate not recommended by them was appointed.

*Explanation* :—Explanation not received.

## COMPETITIVE EXAMINATIONS AND TESTS.

### CENTRAL SUPERIOR SERVICES EXAMINATION—1950.

47. The second Examination for recruitment to the Central Superior Services commenced on the 6th February, 1950, and concluded on 25th February 1950. The results of the written portion of the examination were declared on the 2nd June 1950. The VIVA VOCE tests of the candidates, who had qualified in the written portion of the examination, were held from the 27th June, to the 4th July 1950 at Karachi ; from the 6th to 12th July 1950 at Lahore ; and from 22nd to 28th July 1950 at Dacca. A detailed report on the Examination has been published separately.

## C.S.S. EXAMINATION 1951.

48. Rules for the Central Superior Services Examination held in 1951 were published on the 4th October 1950. Some important changes were made in the scheme of marks for the optional subjects prescribed for the examination. Another change introduced in the rules was to have two papers instead of one for each optional subject. It was also decided that the examination be thrown open to graduates in all faculties. A warning was given in the Rules that the upper age limit for the Central Superior Services Examination to be held in 1952 would be reduced from 26 to 25 years.

49. 532 candidates applied for the examination but only 417 appeared. The rest were either rejected by the Commission as ineligible or did not appear. The examination commenced on the 15th January and concluded on the 4th February 1951. The results of the written portion of the examination were declared on the 30th April. The VIVA VOCE tests of the candidates, who qualified in the written portion of the examination, were held from the 7th to 9th May 1951 at Karachi ; from the 15th to 18th May at Lahore ; and 29th May to 2nd June at Dacca. The number of vacancies to be filled on the results of the examination was 63. The final result of the examination was communicated to the Government on 27th June. Information regarding the actual number of appointments made is not yet available.

## C.S.S. EXAMINATION—1952.

50. Rules for the Central Superior Services Examination to be held in 1952 were published on the 24th August 1951. Some changes were made in the scheme of marks for the optional subjects prescribed for the 1952 examination. It was also decided that the upper age-limit for the examination, to be held in 1953, would be reduced to 24 years. The minimum height of the candidates for the Central Superior Services Examination was fixed at 5 feet. For the first time this examination was to be held at London and Washington simultaneously with the examination at Karachi, Lahore and Dacca, for the convenience of Pakistanis who might be in Europe or the U.S.A. for study etc.

## REVISION OF THE SYSTEM AND SYLLABUS FOR C.S.S. EXAMINATION.

51. The Commission invited the comments of the Universities in Pakistan and various Provincial Public Service Commissions on the Syllabus and system of the Central Superior Services Examination. The comments and suggestions received were placed before eminent educationists of Pakistan, who were invited to a meeting with the Pakistan Public Service Commission in December, 1951. The suggestions made in the meeting are under the consideration of the Pakistan Public Service Commission.

## FINAL PASSING OUT EXAMINATION OF THE P.A.S. (C.S.P.) PROBATIONERS, 1950.

52. The Commission held the first Final Passing Out Examination of the Pakistan Administrative Service (now called Civil Service of Pakistan) Probationers, who were selected for appointment on the results of the combined competitive examination held by the Federal Public Service Commission (India) before partition. The examination was held in March 1950. 27 probationers appeared at the examination.

## FINAL PASSING OUT EXAMINATION OF THE C.S.P. PROBATIONERS 1951.

53. The Commission held the Final Passing Out Examination of the C.S.P. Probationers who were selected for appointment on the results of the first Central Superior Services Examination which was held in Pakistan in 1949. The Final Passing Out Examination was held in March, 1951. 24 probationers appeared at it.

54. Some of the Civil Service of Pakistan Probationers failed in the languages test. Arrangements for their re-examination were made towards the close of the year 1951. The re-examination was held in January, 1952.

## FINAL PASSING OUT EXAMINATION OF P.F.S. PROBATIONERS, 1951.

55. The Commission also conducted the Final Passing Out Examination of the first batch of the Pakistan Foreign Service Probationers who had been selected on the results of the Central Superior Services Examination, 1949, and who came back to Pakistan after completing their training abroad. The examination comprised, a written examination in (*i*) International Law ; (*ii*) Diplomatic History and Practice ; and (*iii*) Economics, Geography and Current Affairs and a VIVA VOCE Test. The examination was held in March, 1951, and the number of Probationers appearing at the examination was 19. The result was communicated to the Government on the 18th April.

56. It was decided to re-examine some of the Pakistan Foreign Service Probationers who had failed in some papers. The re-examination was held in April, 1952, at the places where the Probationers were posted, *viz.*, New Delhi, Calcutta, Washington, Ankara and Paris.

## FINAL PASSING OUT EXAMINATION OF THE P.S.P. PROBATIONERS, 1951.

57. The Commission held the Final Passing Out Examination of the first batch of the Police Service of Pakistan Probationers who were selected for appointment on the results of the Central Superior Services Examination, 1950. The examination was held at the Police Training College, Sardah, East Bengal, from the 27th to 31st December, 1951. 15 probationers appeared thereat.

## SELECTION OF OFFICERS FROM THE ARMED FORCES TO THE C.S.P.

58. Towards the end of 1950 (September, 1950) the Government decided to recruit 12 officers from the Armed Forces of Pakistan to the Civil Service of Pakistan. As this method of recruitment had been adopted without prior consultation with the Pakistan Public Service Commission, the Commission entered a strong protest against it. However, without prejudice to the stand taken by them, the Commission undertook to make the selection on the basis of a written examination in English and General Knowledge and a Viva Voce Test. The main examination was held in March, 1951, at which 31 officers appeared, and a supplementary examination

in June 1951, at which two officers appeared. Of the officers who took the written examination and appeared for the *Viva Voce* Test, only eight qualified for appointment. The results were communicated to the Government on the 19th May, and 25th June 1951. Subsequently, however, this recruitment was abandoned. The matter is to be re-considered after five years.

*Explanation* :—The decision to recruit officers from the Armed Forces was a part of the constitution of the Civil Service of Pakistan, on which Government have taken a decision in 1950. The Commission no doubt contended that, in constituting the Civil Service of Pakistan, there had been a violation of the provisions contained in section 266(3) of the Government of India Act, 1935. This was found to be based on a misunderstanding. The Civil Service of Pakistan was constituted in replacement of the former Indian Civil Service and Indian Political Service, which had existed before the Partition. One source of recruitment to the former Indian Political Service was the Armed Forces and another was the former Indian Civil Service. In taking Army officers into the Indian Political Service, the Public Service Commission were never consulted. The methods of recruitment which Government laid down for the Civil Service of Pakistan were the Normal methods of recruitment by examination conducted by the Pakistan Public Service Commission and by selection on the advice of the Commission. There was no departure from the well-established modes of recruitment and the Commission would undoubtedly have been consulted if it had been intended by Government to lay down any fresh principles with regard to methods of recruitment. The entire recruitment to the Service, whether by competitive examinations or selections from the Armed Forces or from the Provincial Civil Services, was intended to be made only through the Pakistan Public Service Commission, Government had, however, taken care to have the legal position examined and it was quite clear that they were fully within their powers to lay down the procedure of recruitment, as a matter relating to the initial composition of the Service.

With regard to the actual recruitment from the Armed Forces, it was, however, decided about the end of 1951 that, since the circumstances which had led to the earlier view, namely that some recruitment to the Civil Service of Pakistan should also be made from the Armed Forces, had changed, and such recruitment was then not considered necessary, the scheme was abandoned subject to reconsideration of the policy after a period of 5 years.

## ENGINEERING SERVICES EXAMINATION—1950

59. The first Engineering Services Examination for recruitment to :—

(1) Civil Engineering Department,
(2) Electrical Engineering Department,
(3) Signal Engineering Department,
} of the Pakistan Railway Service of Engineers.
and

(4) Stores Department of the Pakistan Railways Service, and

(5) Telegraphs Engineering, Class I, Service (Post & Telegraph Department)

was held from the 24th to 29th July, 1950 at Karachi, Lahore and Dacca simultaneously. The *Viva Voce* Tests of the candidates were held at Lahore on the 30th September and 1st October, at Dacca on 7th and 8th October, and at Karachi on 25th October, 1950. The Report of the Examination is published separately.

## C.O.S. EXAMINATION, 1951

60. The Commission decided that the Scholarships in different subjects should be awarded on the result of written-cum *Viva Voce* Test. Rules for the award of Overseas Scholarships were revised accordingly. In all 57 Scholarships in 45 subjects were advertised by the Commission for award during 1950-51. The examination was held from the 15th to 17th February, 1951. Out of the 203 candidates admitted, only 133 appeared at the examination. The Commission recommended the names of 29 candidates for the award of Scholarships. For certain subjects no applications were received. A supplementary Central Overseas Scholarship Examination for two Scholarships in Economics was held in the month of October, 1951. Only six candidates applied and were admitted to the examination. On the results of the written-cum-*Viva Voce* Examination, the Commission recommended the names of three candidates. A report on this examination was prepared and sent to the Education Division. A summary of this report is appended (*Appendix VIII*).

## M.M.T. EXAMINATION, 1951

61. Rules for the first examination for the selection of cadets for Mercantile Marine Training in the U.K. were finalised and announced in December, 1950. The response to this recruitment was very poor. The Commission re-advertised the selection in March, 1951, with certain amendments including the reduction of the examination fee from Rs. 20/- to Rs. 5/- only. The examination was held in the month of June, 1951. 23 candidates appeared at the examination of whom 12 were selected.

## MINISTERIAL SERVICES EXAMINATIONS

62. Six examinations and 83 tests were held during the years under report for recruitment to the various cadres of the Ministerial Services.

During the period under Report 10,938 candidates, applied for admission to the various examinations and tests, 10,845 were admitted and out of 8,679 candidates who actually appeared, 3,179 candidates qualified. (Details given in *Appendix VII*.)

## M. S. STENOGRAPHERS AND STENOTYPISTS EXAMINATIONS, 1950

63. For the recruitment of Stenographers and Stenotypists the examination was announced on the 3rd January, 1950. There were not many candidates at Dacca where arrangements were completed first and the examination began on the 24th April, and concluded on the 27th April, 1950. At Lahore and Karachi the examination began on the 15th May and continued until the 24th and 27th May, 1950, respectively.

## M. S. ASSISTANTS AND CLERKS EXAMINATION—1950

65. This examination was announced on the 12th January, 1950 and was held from the 19th to 23rd June, 1950. The test in typewriting, conducted as part of the Clerks Examination, was held on the 24th June, 1950, and subsequent days.

## M. S. ASSISTANTS/UPPER DIVISION CLERKS AND LOWER DIVISION CLERKS EXAMINATION 1951

66. The examinations were announced on the 31st March, 1951. The examination for recruitment of Assistants/Upper Division Clerks was held from 23rd to 25th July, 1951, while that for the recruitment of Lower Division Clerks was held from 26th to 28th July, 1951. The test in typewriting, conducted as part of the Examination was held on the 29th July, 1951, and subsequent days in suitable batches.

67. The arrangements for holding the above examinations at Lahore were made through the Punjab and N.W.F.P. Joint Public Service Commission, Lahore. At Karachi and Dacca the Pakistan Public Service Commission made their own arrangements.

68. The results of the previous examinations were poor and the number of qualified candidates was inadequate to meet the requirements of the various Ministries/Divisions and their Attached Offices/Departments. It was, therefore, decided in consultation with the Government to hold these examinations with more attractive terms. Consequently, liberal concession in age was granted and the pay scales, as approved as a result of the Pakistan Pay Commission's recommendations, were announced in the Notice.

69. In view of the heavy requirements of Ministries/Divisions and their Attached Departments, and the comparatively small number of candidates who qualified at the Lower Division Clerks Examination, 1951, it was decided, in consultation with the Government, to allow another chance to 150 candidates who secured 30% or more marks in aggregate and 25% in individual subjects, but failed in typewriting. The supplementary test in typewriting was accordingly held in March, 1952.

70. During the year 1951, no examination for the recruitment of Stenographers and Stenotypists to the Ministerial Establishment of the Government of Pakistan and its Attached Departments, was held by the Pakistan Public Service Commission. However, arrangements are under way for holding the next Stenographers and Stenotypists Examination by May, 1952.

## PROFICIENCY TESTS

71. Sixteen Proficiency Tests were conducted for Stenographers, Stenotypists and Typists during the year 1950. Ten of these tests were held at Karachi and six at Rawalpindi. One Proficiency Test of Urdu Typists was also held in July, 1950. The number of Proficiency Tests conducted during the year 1951 was the same as in 1950.

72. Some of the candidates who appeared at the Proficiency Tests of Stenographers/Stenotypists held in 1950 were seeking permanent retention in service, in accordance with the Cabinet Secretariat Office Memorandum No. F.54/21/50-Ests.(ME), dated the 31st July, 1950. This concession has, however, been withdrawn and candidates now take the examination only in order to get the proficiency allowance. The concession was introduced on account of the then existing acute shortage of Stenographers/Stenotypists . That shortage was greatly made up as a result of the examination held in April and May, 1950. Whereas the position with regard to the shortage of Stenographers has considerably improved, the position with regard to the Stenotypists is still unsatisfactory.

## TYPEWRITING TESTS

73. In addition, 24 Typewriting Tests were held at Karachi and two special tests at Rawalpindi during the year 1950 for purposes of confirmation and grant of increments, etc., to the Clerks and Assistants. A total number of 2,263 candidates applied for admission to these tests, out of whom 1,074 qualified. In the year 1951 the number of Typewriting Tests held at Karachi was 23 and that of the special Tests held at Rawalpindi was 2. The total number of candidates who applied for admission to these tests was 2,428 out of whom 847 qualified.

## TOTAL NUMBER OF CANDIDATES INTERVIEWED DURING THE PERIOD UNDER REVIEW

74. During the period under report the Commission held interviews as shown below :—

| Centre | No. of visits | | No. of days | | No. of candidates interviewed per day-average | | Total No. of candidates (interviewed) | |
|---|---|---|---|---|---|---|---|---|
| | 1950 | 1951 | 1950 | 1951 | 1950 | 1951 | 1950 | 1951 |
| Karachi ... ... | ... | ... | 65 | 56 | 17 | 21 | 1,103 | 1,160 |
| Lahore ... ... | 7 | 6 | 27 | 34 | 17 | 15 | 463 | 494 |
| Dacca ... ... | 4 | 6 | 22 | 34 | 20 | 14 | 446 | 459 |

## TEMPORARY APPOINTMENTS WITHOUT ADVERTISEMENT

75. During the period under report 232 cases in which 440 appointments without advertisement were involved were referred to the Commission for their concurrence. The Commission tendered their advice in all these cases, as per details given in *Appendices IX and X.*

76. Under Regulation 4 (b) of the Federal Public Service Commission (Consultation by the Governor-General) Regulations, appointments which are likely to last for more than one year are required to be made in consultation with the Commission; but it has been observed that, in contravention of this rule, many appointments were made by the Ministries/Divisions for much longer periods before making a reference to the Commission. Such irregularities on the part of the Ministry/Division in making temporary appointments under Regulation 4(b) were pointed out to Government on several occasions.

## PROMOTIONS

77. During the period under report 89 cases involving 264 officers were referred to the Commission for advice regarding the suitability of officers recommended by the Ministry/Division for promotions from Class II to Class I. The Commission tendered their advice in all these cases as per details given in *Appendices XI and XII.*

78. The Cabinet Secretariat (Administration Branch) referred, during 1949, the case of an officer for promotion as Assistant Secretary. This promotion involved supersession of another officer who had also since been promoted as Assistant Secretary but who would have remained junior to the former officer in the grade of Assistant Secretary. On comparison of the records the Commission found the two officers of equal merit. Consequently, merit-cum-seniority being the criterion, it was advised that the latter officer should be held senior to the former in the grade of Assistant Secretary inspite of the fact that the former was promoted earlier as this promotion was not justified. The Cabinet Secretariat did not agree. Thereupon the Commission stressed that the difference of opinion should be resolved in accordance with the procedure which obtained in India before partition, but the Cabinet Secretariat held that the question of seniority of Assistant Secretaries was to be decided according to the normal rules governing seniority prescribed by the Cabinet Secretariat (Establishment Branch) and that they proposed to take no further action in the matter.

*Explanation* :—Briefly, the case referred to by the Pakistan Public Service Commission was that, a Supdt. in the Cabinet Secretariat was selected for promotion as Assistant Secretary by the Selection Board and was appointed as such after obtaining the approval of the Hon'ble the Prime Minister with effect from the 11th December, 1948. This vacancy was not expected to continue beyond one year. Later, however, as the post was extended the case was referred to the Pakistan Public Service Commission for their approval under Regulation 4(b) of the Pakistan Public Service Commission (Consultation by the Governor-General) Regulations, in August, 1949. The Pakistan Public Service Commission while approving of the said appointment advised that he may be held junior to another Assistant Secretary who was promoted 8 months later *i.e.* from 9th August, 1949. The question of seniority was not referred to the Commission for advice, as it is governed by the normal rules prescribed by the Establishment Division, and the Commission had given their advice on a point not pertaining to them. Their advice could not, therefore, be accepted and the Pakistan Public Service Commission were informed of the position. Evidently there was no difference of opinion between the Cabinet Secretariat and the Pakistan Public Service Commission.

## NON ASIATIC DOMICILE

78. 17 cases in which non-Asiatic domicile was claimed were referred to the Commission during the period under report. The Commission upheld this claim in three cases and rejected it in all the others. The advice tendered by the Commission was accepted in all these cases.

## DISCIPLINARY CASES

79. Some candidates presented forged documents regarding their date of birth or educational qualifications. The Commission have had to disqualify 30 persons from their examinations out of which 28 have also been debarred from employment under Government. The Commission recommended prosecution in 5 cases but Government did not accept this recommendation.

*Explanation* :—In the cases of tampering with educational certificates reported by the Commission earlier it was decided after careful consideration that dismissal of the persons concerned in the case of those in Government service and debarring from Government employment those not in service, was sufficient punishment and would also act as a deterrent. It was not, therefore, considered necessary to prosecute the candidates concerned.

80. Certain cases of indiscipline during the conduct of Examinations came to Commission's notice. The Government and the Ministry/Division concerned were asked to take suitable disciplinary action against the candidates. In some cases the Commission disqualified the candidates and also decided to debar them from appearing in any examination for a period of one year.

81. As required by Regulation 5 of the Federal Public Service Commission (Consultation by the Governor-General) Regulations, 3 disciplinary cases were referred during the year 1950 and 11 cases were referred during the year 1951. In certain cases the advice of the Commission has been accepted by the Government; in others the final orders passed by Government have not so far been intimated to the Commission. Details of these cases will be found in *Appendices XIII and XIV*.

82. During 1949 (on 24-3-1949) the Ministry of Industries charged a Director and Assistant Director of the Textile Commissioner's office with the offence of intending to cheat and cause wrongful gain to the tenderer. An enquiry was held and it was recommended that the officers be censured. On an examination of the case the Commission found that though the charges were of a serious nature the accused officers were not given an opportunity to be heard in person. The Ministry were accordingly advised on 26-8-49 to hold a proper enquiry as required under the rules and thereafter to refer the case to the Commission again. The Ministry, however, decided on 7-12-49 not to proceed further with the case as in their opinion Government had not been put to any loss and dishonest intention of the officers had not been proved and that the officers had already gone through a period of great anxiety.

82. The Commission again addressed the Ministry on 17-4-50 stressing the necessity of holding a proper enquiry but on 15-7-50 the Ministry regretted their inability to accept the suggestion. The Commission thereupon reported on 7-10-50 the case to the Honourable the Prime Minister and the Ministry were directed by the Cabinet Secretariat on 28-2-51 to hold an enquiry *de novo* against the officers concerned. On 26th June, 1952, the Commission were informed by the Ministry that in the enquiry so conducted the charges were held not to have been substantiated. However, as the officers were found to have shown gross carelessness in the performance of their duties, an entry was made in their Character Rolls.

*Explanation* :—Explanation not received.

84. An Officer on probation in the Pakistan Foreign Service, when 3rd Secretary at New Delhi, was placed under suspension and called upon to show cause why his service should not be terminated for gross lack of discipline. On receipt of his explanation, it was decided to adopt a lenient view to " let him off with a warning " and to transfer him to the Pakistan Administrative Service (now Civil Service of Pakistan). The officer represented that the decision should be set aside.

85. The Commission were then consulted on the question whether the warning could be deemed to constitute ' censure ' within the meaning of Section 5 of the Federal Public Service Commission (Consultation by the Governor-General) Regulations. The Commission held that a warning did not amount to censure but must be recorded in the confidential roll of an officer. The Commission further observed that the officer was not a fit person to be appointed to the Civil Service of Pakistan. In fact the irresponsible manner in which he had behaved made him unfit for any post of responsibility. The Government, however, decided that the officer should be given another chance and that a warning should be administered to him.

*Explanation* :—Explanation not received.

## ADOPTION OF MEASURES TO CHECK APPOINTMENTS AND PROMOTIONS MADE WITHOUT REFERENCE TO THE COMMISSION

86. With a view to check any violation of the statutory necessity for consultation with the Pakistan Public Service Commission in cases of appointments and promotions made by the various Departments and offices of the Government of Pakistan, Ministries/Divisions are required to furnish to the Commission monthly returns of appointments and promotions made without reference to the Commission but this measure has not achieved the desired effect. Ministries/Divisions do not send their monthly returns regularly and in time. The Ministries of States and Frontier Regions and Food and Agriculture started sending their returns only after they had been reminded on several occasions. The Ministry of Kashmir Affairs has not submitted any returns so far.

*Explanation* :—The Ministry of Kashmir Affairs could not submit any returns as that Ministry being temporary the duration of the appointments made during 1950-51 could not be determined.

87. The Ministry of Health and Works did not report the appointments to the posts of Deputy Superintendent and Assistant Superintendent (General), Jinnah Central Hospital, made without consultation with the Commission.

*Explanation* :—Both Deputy Superintendent and Assistant Superintendent (General) Jinnah Central Hospital, Karachi, have been appointed on the recommendation of the Commission *vide* their letters No. F.4/105/51-R, dated the 14th February, 1952 and F.4/81/50-R, dated the 26th December, 1950.

The Agriculture Division did not report in the monthly return the appointments made at the Pakistan Animal Husbandry Research Institute, Peshawar and sent them for approval of the Commission only when the Commission enquired of them if any staff for the Institute had been recruited.

*Explanation* :—Explanation not received.

Similarly the Department of Manpower and Employment referred the appointment of two Assistant Secretaries for approval of the Commission when the Commission enquired from the Department of the circumstances under which it was not considered necessary to refer these cases to the Commission.

*Explanation* :—One Assistant Secretary was appointed with effect from 4th February, 1948 and his appointment was notified on the 26th July, 1949. The other Assistant Secretary was appointed with effect from 1-4-1949 for a period of 4 months. He was again appointed as Assistant Secretary with effect from 11-1-1950. In both the case approval of the Selection Board was duly obtained Pakistan Public Service Commission's approval was sought on 28-8-1951.

88. The Commission objected to an advertisement issued by the Collector of Customs, Karachi for recruitment to the posts of Appraisers (Technical and Non-technical) as the recruitment was required to be made through the Commission. The Ministry of Finance (Revenue Division) informed that the posts were advertised under some misapprehension and that no action had been taken on the applications received.

*Explanation* :—This Division has no comments to offer.

89. There might be other similar cases with the Ministries but of which the Commission have no knowledge as there are no effective means to check such violation of rules. Most of the appointments reported in the monthly returns relate to the Ministerial staff *i.e.* of Assistants and Clerks with which the Commission are not concerned.

## *EX POST FACTO* APPROVAL

90. The Ministries/Divisions are authorised under Regulation 4(b) of the Federal Public Service Commission (Consultation by the Governor General) Regulations to make temporary appointments for a period of less than a year without consultation with the Commission in cases in which the post is sanctioned for a period of less than a year. The Commission, however, find that frequent abuse of this rule is being made and appointments in several cases are made for one year and persons so appointed are allowed to continue beyond that period without any reference to the Commission and without their approval. The Commission are then asked to accord *ex post facto* approval in order to regularise these irregular appointments not made through them. For instance the Ministry of Refugees and Rehabilitation did not refer to the Commission the appointment of Assistant Refugees Officer and Welfare Officer even after the expiry of one year. There are number of Officers in the Agriculture Division who have continued in service for more than one year without approval of either the Federal Public Service Commission (India) or the Pakistan Public Service Commission.

91. It will be observed from the above that the measure adopted to check irregular appointments has failed. The Commission therefore suggested to the Government that the Accountant-General should be instructed that no salary should be paid to any officer appointed irregularly, beyond a period of three months without a certificate of suitability for temporary appointment obtained from the Commission. The Government, however, did not favour the suggestion nor did they make any alternative suggestion to stop such irregularities. Such irregularities continue. The Commission are pursuing the matter.

*Explanation of Paras.* 90 & 91 :—It is true that for some time after Partition a number of cases did occur in which Ministries and Departments could not obtain the approval of the Pakistan Public Service Commission required under the statutory regulations. The main reason for this was the unsettled conditions prevailing after Partition, the absence of complete records and the general shortage of officers and staff required to attend to various matters of administrative detail. There was also general confusion about the applicability of the pre-partition Federal Public Service Commission (Consultation by the Governor-General) Regulations to various appointments. The Establishment Division, drew the attention of all Ministries in 1949 to the fact that these regulations were duly operative in Pakistan and, therefore, all appointments made otherwise than by consultation with the Pakistan Public Service Commission should be regularised by making reference to them. The Establishment Division also impressed on all Ministries the necessity of observing the consultation Regulations meticulously. Monthly returns for the purpose of bringing cases of irregular appointments to the notice of the Commission were also introduced and these are being received by the Commission. These returns have gone a long way in minimising the number of irregular appointments and the position can be said to be fairly satisfactory at present.

The Pakistan Public Service Commission's suggestion, that the salaries of persons appointed irregularly, that is by Ministries and Divisions on their own without reference to the Commission should be stopped, was considered by Government, but was regarded as a harsh expedient which would penalise the officers so appointed for no fault of their own. Nevertheless, the Commission's suggestion has not been completely abandoned and the Ministries and Departments have been warned that if the irregular appointments still persist, Government will have seriously to consider the introduction of this measure.

## GRANT OF EXTENSION OF SERVICE

92. Only three cases of extension of service after superannuation were referred to the Commission during the period under report. The Commission concurred in the proposals, except in one case which was withdrawn by Government. This function has since been withdrawn from the purview of the Commission.

## GRATUITY AND INJURY PENSIONS

93. 7 cases for award of pensions in respect of injuries sustained were referred to the Commission during 1950 and 1951. The advice tendered by the Commission was accepted, except in one case in which the decision of the Government has not yet been communicated. One case could not be disposed of during the period under report.

## APPEALS, MEMORIALS AND REPRESENTATIONS

94. 26 appeals and representations were received by the Commission during 1950 and 1951. Of these 16 were received direct and the Commission did not take any action. In the remaining cases which were received through Government the Commission tendered their advice. In 6 cases the advice of the Commission has been accepted while in 4 the final orders of Government are still awaited.

## MISCELLANEOUS CASES

95. 272 miscellaneous cases on different subjects were referred to the Commission for advice during the period under report. Some of the important subjects are mentioned below :—

## EXAMINATION OF SCHEDULE

96. During the period under review four cases in respect of examination of Schedule to the Federal Public Service Commission (Consultation by the Governor-General) Regulations were referred to the Commission. The Commission tendered their advice in all these cases which was accepted by Government. For some reason from the middle of 1951 this function has been withdrawn from the purview of the Commission by Government.

97. The Law Division made a reference on 20th January, 1949 regarding the examination of Schedule to the Consultation Regulations in respect of *inter alia* the posts of Solicitor and Assistant Solicitor to the Government of Pakistan, both of which are Class I posts. The Commission advised that the post of Assistant Solicitor should be filled through them while the post of Solicitor might be retained in the Schedule to Consultation Regulations. On a further request from the Division that, in view of the fact that special technical qualifications were required, the post of Assistant Solicitor might be retained in the Schedule, the Commission replied that though they did not agree to the view of the Law Division, they were willing to withdraw their objection if the recruitment to the said post was made in consultation with the Federal Court. The case was then referred by the Division to the Cabinet Secretariat with a view to resolve the difference. The Commission informed the Cabinet Secretariat that if the appointment to the post is made by His Excellency the Governor-General, as in the case of the post of Solicitor, or if it is made by the Hon'ble the Minister on the recommendations of the Federal Court, the Commission would be agreeable to its inclusion in the Schedule. Government, however, decided to retain the post in the revised schedule to the Pakistan Public Service Commission Consultation Regulations.

*Explanation*:—The post of Assistant Solicitor was outside the Commission's purview at the time of Partition and has continued to be so since then. Although the question whether or not this post should come within the Commission's purview was considered by Government at one time, it was ultimately decided that there was no justification for making a departure from the prepartition postion.

## D. P. C. & *AD-HOC* SELECTION BOARD.

98. In 20 cases the Commission were asked to depute one of their members to associate with the Departmental Promotions Committee and *ad-hoc* Selection Boards. In 2 cases only, during the year 1950, the Commission deputed one of their Members to preside over the meetings of *ad-hoc* Selection Board for selecting Commissioned Instructor Officers in the Royal Pakistan Navy and candidates for higher medical training abroad at Karachi and Dacca. In the other cases it was suggested to send to the Commission the proceedings of the Departmental Promotion Committee with complete papers for consideration of the whole Commission, if necessary under the rules. The advice tendered by the Commission was accepted in all the cases.

99. The Commission raised objection to the decision, contained in Cabinet Secretarait Office Memorandum dated the 13th August, 1951, that the Selection Board should deal wi h appointments to higher posts in the Secretariat even in the rare case when such appointments are made from persons not in Government service. This had so far been the function of the Pakistan Public Service Commission. In reply the Commission were informed that the decision in no way implied elimination of the necessity for reference to the Commission, where required by the Rules but the intention was that the Selection Board, in the above cases, should adjudge the suitability of persons thereby incidentally acting as a further check on irregular appointments by Ministries. This is yet another instance in which the functions of the Commission are being appropriated by the Establishment Division.

*Explanation* :—There was no question whatever of the Establishment Division appropriating the functions of the Commission. The orders issued on the 13th August 1951, were misunderstood. These orders were designed to prevent appointments, albeit for short periods, to Sectt. posts of Under/Deputy Secretaries from sources which are not recognised sources of recruitment to these posts. These posts are normally filled from among officers of regular Services, Class I, and such appointments are outside the purview of the Commission being made on the recommendations of the Central Selection Board and not the Pakistan Public Service Commission. Further, the Commission are not required to be consulted, when an appointment, normally within their purview, is likely to last for less than a year. It was in order to safeguard against the entry of "unsuitable " persons into higher posts in the Secretariat that the orders of the 13th August, 1951, were issued. These orders did not supersede the Regulations under which the Commission are statutorily required to be consulted with regard to the filling of various categories of posts.

## FRAMING OF RECRUITMENT RULES

100. Inspite of the Government's instructions to the Ministries/Divisions to proceed with the framing of recruitment rules and the classing of posts in consultation with the Commission, the response has been very poor, as during the years under review only 19 cases have been referred to the Commission. Some of the important recruitment rules are given below :—

(i) Recruitment to the post of Deputy Superintendent of Police in Special Police Establishment under the Ministry of Interior (Home Division).

(ii) Recruitment to the post of Shipping Master and Deputy Shipping Master under the Ministry of Commerce and Education (Commerce Division).

(iii) Recruitment to the post of Administrative Officer, P. P. W. D. under the Ministry of Health and Works (Works Division).

(iv) Recruitment in respect of External Services and Monitoring Department, Radio Pakistan under the Ministry of Interior (Information and Broadcasting Division).

(v) Recruitment Rules of Income Tax Officers, Class I.

(vi) Recruitment Rules for Assistant Foreman in Royal Pakistan Air Force.

(vii) Recruitment Rules for Class I posts in the Zoological Survey Department, Government of Pakistan.

(viii) Recruitment Rules for the post of Solicitor in the Ministry of Law.

(ix) Recruitment Rules for the posts of Research Officers, Research Investigators and Statistical Officers in the Ministry of Economic Affairs.

(x) Recruitment Rules for Class I and Class II posts in the Central Health Organisation.

(xi) Recruitment Rules for the technical posts (1) Statistical Assistant, (2) Technical Assistant, (3) Librarian, (4) Accountant-in-Charge and (5) Assistant Accountant in the Ministry of Commerce and Education (Education Division).

(xii) Recruitment Rules for Class I and Class II Gazetted posts in the Central Fisheries Department.

101. In accordance with the instructions issued by the Cabinet Secretariat (Establishment Division) in August 1948 for creating excluded cadres where necessary, 20 cases were referred to the Commission for their advice during the years 1950 and 1951. The advice of the Commission in all these cases was accepted by the Government.

102. In January 1949 Railway Division proposed, through the Cabinet Secretariat (Establishment Branch) that the post of Inspector-*cum*-Assistant (Technical) may be created as an ' Isolated ' post outside the Ministerial Cadre. The Commission agreed provided the method of recruitment to the post was settled in consultation with them. The Commission also agreed to a subsequent proposal that the recruitment be restricted to the Railway personnel but they did not agree that the initial recruitment to the post should be made by the Railway Division themselves. Thereupon that Division decided not to create an excluded cadre for the post. The Commission feel that this instance is nothing b t an attempt, on the part of the Division of by-passing the Commission by withdrawing the proposal, perhaps meant to favour a particular individual.

*Explanation* :—The position in regard to the post of Inspector-*cum*-Assistant is that after the Commission had accepted our proposal that the recruitment to the post be restricted exclusively to the Railway personnel, the General Managers of both the Railways were addressed to recommend suitable persons having adequate experience in the Railway Rates etc. The General Manager, N. W. Railway regretted to spare any of his experienced persons due to shortage of such staff in his own office. The

General Manager, E. B. Railway recommended only one person who was considered fit for recruitment as Asistant with an initial pay of Rs. 200/- P.M. in the prescribed scale of ordinary cadre of Assistants. Accordingly the offer was made which was accepted by the incumbent. This served the desired purpose of having an experienced person of the requisite calibre apart from the considerable financial savings. Incidentally it may be added here that the appointment of Assistant in this case had the concurrence of the Financial Adviser (Communications) and also of the Cabinet Secretariat (Establishment Branch).

The idea for the creation of the post of Inspector-*cum*-Assistant was, therefore, rightly abandoned. It is, however, regretted that this position was not explained in time to the Commission which resulted in a misapprehension on their part as made out *vide* concluding lines of thier para in question.

## IRREGULAR APPOINTMENTS/PROMOTIONS

103. The Commission observe that in a majority of cases of appointments and promotions reference to the Commission is made after they have actually been made. In some cases the Commission is consulted even after the appointment has exceeded the prescribed limit of one year. The number of such irregular appointments is significant. Some of these irregular appointments, which deserve special mention, are shown in *AppendixXV.*

## CURTAILMENT OF THE FUNCTIONS OF THE PAKISTAN PUBLIC SERVICE COMMISSION

104. Of late there has been a tendency to curtail the functions of the Pakistan Public Service Commission thereby reducing its usefulness and defeating the very purpose for which it was constituted. The Commission feel that this tendency was bound to produce a justifiable feeling of insecurity among the service personnel. The Commission lodged a protest with the Government against this tendency and cited the following cases in support thereof :

105. The Government of undivided India had provided in Home Department Office Memorandum dated the 17th June, 1946 that in those cases in which the orders of the Government were necessary for grant of extension of service (*i.e.*, those in respect of Central Services Class I and II) the Commission should be consulted before such an extension was granted, except where the extension was for a period of not more than six months. But the Cabinet Secretariat in their Office Memorandum dated the 9th June, 1950 have dispensed with consultation with the Commission and substituted for it the prior concurrence of the Cabinet Secretariat itself.

106. The Commission pointed out the impropriety of this change but the Cabinet Secretariat stated that the directions contained in the Office Memorandum of the Home Department of the undivided Government of India were of a purely executive character and could not be deemed to have extended the statutory functions of the Commission and that therefore the Government of Pakistan were not reducing the statutory functions of the Commission in amending the executive orders in question.

*Explanation of Paras* 104 & 105 :—Administrative orders were issued before Partition making it necessary for Ministries and Departments to obtain the concurrence of the F.P.S.C. before any Class I or Class II officer was given an extension of service. These orders had no statutory force and the withdrawal of these orders did not mean any interference with the statutory position. The main reason for this change was that extensions in service are necessitated by administrative requirements and these requirements can best be appreciated by Government themselves.

107. The Ministry of Interior attempted to abrogate the statutory right of the Commission to be consulted in the matter of recruitment to public service so far as the Civil Defence Department was concerned, on the plea that the permission of the Hon'ble the Prime Minister had been obtained for recruitment to that organisation, otherwise than through the agency of the Commission. It was only after the Commission pointed out the constitutional position and the irregularity of the procedure proposed that the Ministry agreed to this recruitment being made through the Commission. However, in view of the urgency, the selection had to be confined to the applications already received by the Ministry.

*Explanation* :—This para does not state the position correctly and should, it is suggested, be replaced by the following paragraph :

As a result of the emergency in 1951, it was decided to expand the Civil Defence Organisation rapidly ; and in view of the urgency of the requirement of personnel the Ministry of the Interior, with the permission of the Hon'ble the Prime Minister, filled a number of posts otherwise than through the agency of the Commission. When the correct constitutional position was pointed out to that Ministry, they agreed to the regularisation by the Commission of the appointments already made by the Ministry and also to future recruitment being made by the Commission.

108. Clause (C) of Sub-Clause 3 of Section 266 of the Government of India Act 1935, (as adapted) provides that the Commission shall be consulted in all disciplinary matters affecting persons serving His Majesty in Civil capacity in Pakistan, subject of course to the regulations made by the Governor-General in this matter. Rule 7 of the Civil Services (National Security) Rules, 1950, published by Government in the *Gazette of Pakistan*, dated the 9th June, 1950, while withdrawing from the purview of the Commission cases falling under these rules, substituted for the Commission a committee of three Secretaries of the Central Government to be appointed by His Excellency the Governor-General in this behalf for the purpose of consultation. The Commission objected to the appointment of this Committee as in their view it was their duty to tender advice in cases of disciplinary nature, as an independent and impartial agency, to ensure efficient and just administration of National Security Rules.

109. The Government, however, pointed out that Rule 3 of the Rules in question provided that, where a Government servant was engaged in subversive activities, he might be compulsorily retired from service. Compulsory retirement from service was not one of the penalties laid down in Regulation 5 of the Federal Public Service Commission (Consultation by the Governor-General) Regulations in respect of which the Commission had to be consulted and the statutory position of the Commission had not, therefore, been affected by the promulgation of the Rules in question. It was stated by Government that in the U.K., the ultimate responsibility for deciding whether or not action should be taken against a civil servant who engages in subversive activities rests with the Minister-In-charge of the Department and in making the decision, he has the assistance of an advisory panel, consisting of 3 *retired* civil servants. The U.K. Civil Service Commission has no connection with proceedings taken against any civil servant with a view to safeguarding national security.

110. The Commission then suggested that a panel of three retired Civil servants be appointed to deal with the cases of officers under the Civil Service (National Security) Rules, 1950, because this panel of retired Civil servants would ensure the same impartial approach as the Commission. But this also did not find favour with the Government and the Commission were informed that it has been decided not to make any change in the existing Rules framed.

*Explanation of paras* 107 & 108, 109 :—Compulsory retirement is not one of the punishments mentioned in the Pakistan Public Service Commission (Consultation by the Governor-General) Regulations and accordingly it is not necessary to obtain the Commission's advice before a Government servant is retired that way. Government have, however, appointed a Committee of three Secretaries and the Government are satisfied that this ensures fair and equitable treatment to any person who is dealt with under the Civil Services (National Security) Rules, 1950. Moreover, these rules are designed to meet cases of an emergent nature, in which delay might well lead to the most serious consequences for the obvious reason that a person believed to be indulging in activities prejudicial to the security and interests of the State must be regarded as a potential menace to the State whose conduct should be investigated without the slightest delay, so that, if he is found to be working against the State, he can be rendered innocuous with the greatest possible speed. If the detailed procedure requiring consultation with Pakistan Public Service Commission were followed, this would only result in delay and would defeat the very object for which these rules were framed.

## *AD-HOC* APPOINTMENT OF PROVINCIAL CIVIL SERVICE OFFICERS TO CIVIL SERVICE OF PAKISTAN

111. Towards the middle of 1951 the Cabinet Secretariat (Establishment Division) asked the Pakistan Public Service Commission to submit their recommendations for *ad-hoc* appointment of Provincial Civil Service officers to the Civil Service of Pakistan which was constituted *vide* Resolution No. F. 25/4/5- Ests. (SE. 1) publised in the *Gazette of Pakistan* (*Extraordinary*), dated the 8th November, 1950.

112. The Commission had been previously asked to make similar recommendations from among serving officers of the Armed Forces. (See page 8).

113. The Commission are constrained to point out that the rules relating to the Civil Service of Pakistan (like those of the abortive recruitment from the Armed Forces) were framed by Government without consulting the Commission, in contravention of Section 266 (3) of the Government of India Act, 1935 (as adapted for Pakistan), and, in view of the Commission, are therefore *ultra vires*.

114. To remove this irregularity the Commission advised Government to take action to satisfy the provisions of Law. The Cabinet Secretariat, however, did not admit that provisions of the section above cited had been violated. Thereupon the Commission suggested that a reference be made to the Federal Court as provided for under Section 213 of the Government of India Act, 1935 (as adapted for Pakistan) regarding the interpretation of Section 266(3). Inspite of prolonged correspondence on the subject the Cabinet Secretariat did not agree to make this reference, nor have they taken any steps to get the rules concerning these recruitments regularised in any other way.

115. The Commission, while maintaining that the rules under which they were asked to make recommendations were *ultra vires*, proceeded, nevertheless, with the recruitment as desired by Government. The Commission maintain that the appointments made are irregular.

116. The Commission also feel it necessary to record that the procedure to be followed for this recruitment to the Civil Service of Pakistan raised an important issue. Almost on the very day that interviews were to be held at Dacca, and invitations had been issued to their advisers, they were informed that they were not to associate with this interview any one other than the Chief Secretary of the Provincial Government concerned. Inspite of the various compromises suggested by the Commission the Cabinet Secretariat (Establishment Division) adopted an uncompromising attitude and stated that if necessary the officers of Government who had been invited by the Commission as their advisers would be ordered to decline the Commission's invitation. In the face of such an attitude the Commission were left no choice but to postpone the interviews at Dacca. The Commission regard this as an instance of grave interference with their well-established right of the Commission to obtain advice from any source they require.

*Explanation of paras* 112—115 :—The general position, as viewed by Government has already been stated against paragraph 58. Since Government had no doubt that it was unnecessary to consult the Commission before the orders constituting the Civil Service of Pakistan were issued, the question of regularising these orders never arose. The suggestion made by the Commission that a reference should be made to the Federal Court was considered, but it was felt that the necessity to make such a reference had not arisen since the legal position perfectly clear as it was, had already been examined in consultation with the Ministry of Law, and there was no dispute between the Establishment Division and that Ministry. Such matters are covered by the Statutory Rules of Business framed under section 17 of the Government of India Act, 1935. According to these Rules the advice of the Advocate-General is required to be obtained by the Ministry of Law in cases of difference of opinion between that Ministry and the Administrative Ministry concerned. There is no provision or necessity for a reference to the Federal Court and since, as already stated, there was no dispute, the question of obtaining a ruling from the Advocate-General did not arise.

With regard to the actual selections of Provincial Civil Service officers for *ad-hoc* recruitment to the Civil Service of Pakistan, the difference of opinion was only on a procedural matter. The Establishment Division had communicated the decision of Government that the Chief Secretaries of Provincial Governments should be associated with the Commission at the time of the interviews of the Provincial Civil Service officers. Since, however the Commission insisted that they should have the right to associate any independent advisers with their deliberations, Government agreed with the suggestion made by the Commission themselves, namely, that the Commission could consult with any other officials they wished, but that the Chief Secretaries should communicate to the Commission the views of the Provincial Governments separately. The matter of procedure having resolved by correspondence with the Commission, it is not correct to say that Government interfered in any way with the rights of the Commission.

## SERVICE RIGHTS AND SAFEGUARDS

117. The Commission were asked by the Cabinet Secretariat (Establishment Branch) whether they had any suggestions to make, regarding service matters, which they would like the Basic Principles Committee of the Constituent Assembly of Pakistan to consider for incorporation in the new Constitution. Various Service Associations recognised by Government had also been invited to submit their representations to this Committee in respect of safeguards which they desired to be incorporated in the Constitution. The Commission informed the Cabinet Secretariat that they would like to give their views on the suggestions made by the Service Associations when specific points are referred to them by the Cabinet Secretariat.

118. As to their own views the Commission considered that a very effective step towards improving the condition of Services in general, their security and other safeguards, would be to associate the Pakistan Public Service Commission more with matters affecting appointment and discipline in the Services. It would be therefore in the interest of the Services and of the Administration as a whole if the functions of the Pakistan Public Service Commission (as specified in the Consultation Regulation) are extended and brought in line with those of the Civil Service Commission of Canada and Australia. Since, however, the Cabinet Secretariat had invited the views of the Commission for incorporation in the Constitution only, the Commission limited themselves to proposals for amendments which could be made in the new Constitution. For the purpose of the amendments, the Commission based their suggestions on the Government of India Act 1935 (as adapted in Pakistan) which is regarded as the provisional Constitution of Pakistan. The following amendments were suggested.

119. The " Federal Public Service Commission (Consultation by the Governor General) Regulations " should be made in consultation with the Commission. It was suggested that the following be added after the words, " and the Governor as respects services and posts in connection with the affairs of a Province, may make regulations " occurring in Section 266 (3) of the said Act " in consultation with the Pakistan Public Service Commission or the Provincial Commissions as the case may be ".

120. The Consultation Regulations should not have a negative force. It should specify the matters etc., in which it *shall* be necessary to consult the Commission. The word " not " should be omitted from the following sentence occurring in Section 266 (3) of the Act.

" It shall not be necessary for a Public Service Commission to be consulted ".

121. The Constitution should emphasise that there should be no occasion for Government to disagree with the advice of the Pakistan Public Service Commission except *in very rare and exceptional circumstances*. A definite procedure should be laid down for the exceptional cases in which Government find difficulty in accepting the advice of the Commission. This procedure should be clearly defined and laid down in a separate Regulation made by the Governor-General or the Governor as the case may be, in consultation with the Commissions. Suitable provision should be made in the Constitution giving powers to the Governor-General or the Governors of Provinces to make such a regulation in consultation with the Pakistan Public Service Commission or the Provincial Commission as the case may be.

122. The words " or curtailment of functions " may be added after the words " Legislature may provide for the exercise of additional functions" occurring in Section 267 of the Act.

123. The following Section should be included in the Constitution :—

" It shall be the duty of the Pakistan Public Service Commission to present annually to the Governor-General, a report of the work done by the Commission and on receipt of such reports, the Governor-General shall cause a copy thereof together with a Memorandum explaining as respects the cases, if any, where the advice of the Commission was not accepted, the reasons for such non-acceptance, to be laid down before each house of Parliament ".

124. The Pakistan Public Service Commission avail themselves of this opportunity to express their thanks for the assistance rendered by the Provincial Public Service Commissions. The Commission are also grateful to the independent experts who attended interviews at their request.

## SUMMING UP

The primary objectives of the establishment of the Public Service Commissions are (a) to select the right type of persons for public service, through an open and fair competition and (b) to ensure that their legitimate interests in matters of discipline, promotions etc., are safeguarded after they have been employed in the public service. In order to achieve this end provisions have been made in the Government of India Act 1935 (as adapted) and in the Federal Public Service Commission Consultation Regulations to the effect that the Commission shall be consulted in matters of recruitment and discipline relating to Public Servants. The Commission however, observed that these mandatory provisions of the Act and the instructions issued by the Government from time to time regarding consultation with the Commission have not always been followed by the Ministries/Divisions. The Commission had to perform the unpleasant duty of inviting attention of the Ministries/Divisions to the irregularities. The Commission are constrained to say that inspite of such attempts there have been several cases in which the instructions issued by the Government were not followed by Ministries/Divisions. Some instances are given below :—

(1) In order to ensure that no irregular appointments should be made, Government have issued instructions to all Ministries to send monthly returns of all appointments of Class I and Class II posts made by them without consulting the Commission. The Commission found that in many cases these monthly returns were not regularly sent.

(2) In many cases certain appointments made without reference to the Commission were *not* mentioned in the monthly returns.

(3) According to Regulation 4 (b) of the Federal Public Service Commission (Consultation by the Governor General) Regulations appointment made for a period of less than a year need not be referred to the Commission. The Commission have come across several instances in which appointments were referred to the Commission after the persons held the posts for a period of more than a year ( *Appendix XV* may be seen). After the persons so appointed held the posts for a considerable period exceeding one year, the Ministries/Divisions referred their cases to the Commission for *ex-post-facto* approval. The Commission were thus required to set right the irregularities committed by the Ministries/Divisions.

(4) The Commission observe that often posts were advertised in which high technical qualifications were prescribed by the Ministries/Divisions. The Commission were able to recommend a candidate possessing to a slightly lesser degree the qualifications prescribed. The Ministries however, did not accept these recommendations and appointed persons of their own choice who did not possess any of the qualifications advertised and were not recommended by the Commission.

2. On a request from the Ministry of Industries the Commission advertised the post of Controller of Printing and Stationery in June, 1949 and recommended a person whom they considered suitable for the post. The Ministry, however, did not accept the Commission's nominee and supported their own man who did not appear before the Commission. As the person was not technically qualified to hold the post and did not fulfil the qualifications which were prescribed by the Ministry and advertised by the Commission, the proposal did not find favour with the Commission. The Commission, however, advised that the Foreign Market may be tried for the post but the Ministry did not accept this also and appointed their own man.

3. The Commission observed that Character Rolls of officers referred to the Commission in cases of promotion, disciplinary action etc., were often not up to date and were sketchy. Such reports were of little help to the Commission for arriving at a decision about the suitability etc., of the officer.

The Commission make the following recommendations :—

(1) As effective safeguard against irregular appointments the Commission recommend that persons irregularly appointed should not get their salaries from the Accountant General Pakistan Revenues. If, however, Government do not find this suggestion practicable some other measures should be adopted to check irregular appointments.

(2) The Federal Public Service Commission ( Consultation by the Governor-General ) Regulations should be revised in consultation with the Commission.

(3) Cases of promotions to Class II posts should also be brought within purview of the Commission. This will remove the possibility of back door entry to Class II posts.

(4) The Commission suggest that appointments to subordinate offices should also be made through the Commission. A competitive examination need not be conducted for this recruitment. A qualifying examination for appointment to the posts in the subordinate offices of the Central Government should be held by the Commission and Certificates may be issued to the candidates who qualify in the examination. Instructions may be issued to subordinate offices to appoint only persons holding the qualifying certificates issued by the Commission. This procedure has already been adopted by the Punjab Government.

(5) The Commission find that no definite procedure has yet been laid down for deciding cases in which there is a difference of opinion between a Ministry/Division and the Pakistan Public Service Commission. The Commission consider it most necessary that rules should be framed in consultation with the Commission, laying down the procedure in such cases. The rules should provide that such cases should be decided by the Governor-General and the Chairman of the Commission should be given opportunity to represent the views of the Commission.

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# APPENDICES

## APPENDIX I

*Details of Recruitments made by Selection by the Pakistan Public Service Commission during the year 1950.*

| Sl. No. | Name of the post(s) | Total No. of applications received | No. of candidates interviewed | | | No. of candidates recommended | Whether recommendations accepted or not by Government | Time taken in rectt. | Remarks |
|---|---|---|---|---|---|---|---|---|---|
| | | | KAR | LAH | DAC | | | | |
| 1 | 2 | 3 | 4 | | | 5 | 6 | 7 | 8 |
| 1 | Stores Officer, Survey of Pakistan. | 45 | 4 | ... | ... | ... | ... | 5 months | No suitable candidate was available for appointment. |
| 2 | Two Assistant Section Officers in the Bureau of Laboratories. | 5 | 3 | ... | ... | 2 | ... | 9 months | Information regarding the acceptance of the Commission's recommendations is still awaited. The Health Division took 4 months in pre-selection. |
| 3 | Four Senior Lecturers in Physics, Mathematics, Philosophy and Chemistry for the Central Government College for Women. | 12 | 3 | 2 | ... | 2 | Accepted | 6 months | For the posts of Senior Lecturers in Physics and Chemistry, the Commission did not find any suitable candidate. Of the two candidates recommended for the remaining two posts one refused appointment on personal grounds and the other insisted on getting a salary of Rs. 700/- p.m. which being above the maximum of the scale was not agreed to by the Ministry. The posts were re-advertised. |
| 4 | Assistant Engineer (E and M) in the M.E.S. | 2 | ... | 1 | ... | ... | ... | 10 months | No suitable candidate was available for appointment. |
| 5 | Assistant Surgeon for Baluchistan Civil Medical Deptt. | 4 | 2 | 1 | ... | 2 | Accepted | 7 months | 3 applications were received in time and only one candidate was considered suitable for interview. To expedite the recruitment the Provincial Commission, Lahore were requested to interview him. He was not considered up to the mark but owing to the paucity of candidates he was recommended for appointment. Later on one late application was received through the Baluchistan Civil Medical Deptt. This candidate was considered more suitable and hence was recommended for appointment in supercession of the previous recommendations. |
| 6 | Chief Engineer for Karachi Joint Water Board. | 17 (including 3 from U.K. and 5 from U.S.A.) | 5 | ... | 1 | ... | ... | 6 months | The post was also advertised in the U.K. and U.S.A. Two candidates were selected for interview in U.K. but both the candidates later refused to be considered for appointment to the post.<br><br>None of the candidates was considered suitable for appointment. The Commission recommended that Mr. Ghulam Mohd. Khan, incharge of the Karachi Joint Water Board may be appointed for a period of 3 years. |

APPENDIX I—*contd.*

*Details of Recruitments made by Selection by the Pakistan Public Service Commission during the year* 1950—contd.

| Sl. No. | Name of the post(s) | Total No. of applications received | No. of candidates interviewed | | | No. of candidates recommended | Whether recommendations accepted or not by Government | Time taken in rectt. | Remarks |
|---|---|---|---|---|---|---|---|---|---|
| | | | KAR | LAH | DAC | | | | |
| 1 | 2 | 3 | 4 | | | 5 | 6 | 7 | 8 |
| 7 | Director, Power Branch, Central Engineering Authority. | 7 | 2 | 1 | ... | 2 | Accepted | 11 months | The Commission recommended two candidates one for the post of Director, Power Branch and the other for the post of Director, Electrical Branch. |
| 8 | Two Lecturers (one for Criminal Law and the other for Civil Law) for the P. A. S. Academy, Lahore. | 10 | 2 | 2 | 1 | 2 | Accepted | 9 months | One of the Commission's nominee was offered the post. Regarding the other post the Cabinet Secretariat informed that they proposed to appoint a Provincial Civil Service Officer from East Bengal. They also informed that the Commission's nominee, if appointed would be for a very short period, and so it would not be fair to bring Mr. Syed Mahmood Raza from East Bengal for such a short period. Also he did not know Bengali. The Ministry took 6 months in approving the advt. |
| 9 | (*a*) Three Trade Commissioners (*b*) Five Dy. Trade Commissioners and (*c*) one Dy. Director in the Trade Deptt. in the foreign offices of Pakistan under the Commerce Div. | 326 | 80 | 21 | 29 | 16 | Partly Accepted | 7 months | The recommendations of the Commission are still under consideration. The candidates considered suitable for appointment from Karachi and Lahore centres were interviewed for a second time. (Karachi : 21 candidates Lahore : 6 candidates.) |
| 10 | Editor for Pakistan Trade Journal, Commerce Division. | 12 | 5 | 1 | 2 | ... | ... | 5 months | None of the applicants was considered suitable for appointment. The Commission, however, recommended an overseas Scholar, who was interviewed by the Commission for the post of Research Officer, Economics, for appointment. The post was re-advertised under instructions from the Ministry. The candidates from East Pakistan were interviewed by the Provincial Commission on behalf of the Pakistan Public Service Commission. |
| 11 | Eleven Assistant Aerodrome Officers, Civil Aviation Department. | 143 | 51 | 9 | 13 | 16 | Accepted | 10 months | Only eleven persons, equal to the number of vacancies and according to the Provincial Quotas, were appointed. |
| 12 | (*i*) Assistant Quarantine Entomologist, (*ii*) Assistant Plant Protection Entomologist in the Deptt. of Plant Protection, Karachi and (*iii*) Assistant Entomologist under the Department of Agriculture, Baluchistan. | 19 | 6 | 2 | 2 | 3 | ... | 5 months | No information regarding the appointment of the Commission's nominees has so far been received. The candidates from East Pak itan were interviewed by the East Pakistan Public Service Commission on behalf of the Pakistan Public Service Commission. |

APPENDIX I—*contd.*

*Details of Recruitments made by Selection by the Pakistan Public Service Commission during the year* 1950—*contd.*

| Sl. No. | Name of the post(s) | Total No. of applications received | No. of candidates interviewed | | | No. of candidates recommended | Whether recommendations accepted or not by Government | Time taken in rectt. | Remarks |
|---|---|---|---|---|---|---|---|---|---|
| | | | KAR | LAH | DAC | | | | |
| 1 | 2 | 3 | 4 | | | 5 | 6 | 7 | 8 |
| 13 | Tele-Communication Engineer (Superintendent Tele-Communication), Railway Division. | 7 | ... | ... | 4 | 2 | Accepted | 6 months | The Commission's first nominee was medically unfit. The Commission recommended a second name. |
| 14 | Publicity Officer for the North Western Railway. | 17 | 5 | 4 | ... | ... | ... | 7 months | None of the candidates was considered suitable for appointment. The post was re-advertised. |
| 15 | (*i*) Executive Engineer and (*ii*) Two Sub-Divisional Officers in the Works Organisation of the Civil Aviation Department. | 18 | 7 | 4 | 2 | 6 | Accepted | 10 months | Two of the Commission's nominees refused the post. As such the Commission recommended more names for appointment. |
| 16 | Fruit Development Adviser, Agriculture Division. | 7 | 3 | 2 | 1 | 1 | Accepted | 10 months | The post was advertised twice and the applications received in response to both the advertisements were considered. |
| 17 | Lady Principal, Central Government College for Women, Karachi. | ... | ... | ... | ... | 1 | Accepted | 7 months | The post was only adv rtised in the U.K. but no suitable candidate was available for appointment. The Education Division. later forwarded the application of one lady who was in South Africa for appointment to the post. She was considered suitable and was recommended by the Commission for appointment. |
| 18 | Junior Scientific Officer for the Estt. of the Inspectorate of Vehicles and Electronics, Ministry of Defence. | 7 | 2 | ... | 3 | 2 | Accepted | 5 months | One of the Commission's nominee did not possess the experience stipulated for this post but in view of his qualifications the Commission were of the view that he will be able to pull on. The Commission's second nominee in their opinion was inferior to the first one. The Ministry were given the option of offering appointment to any of the two recommended candidates. |
| 19 | Four Assistant Foremen for the Pakistan Army Ordnance Corps. Ministry of Defence. | 17 | 3 | 2 | 4 | 4 | ... | 7 months | Information whether the candidates have been offered the posts is still awaited from the Ministry. |
| 20 | Lecturer in Islamic Studies Islamic History and Urdu for the Pakistan Administrative Service Academy, Lahore. | 12 | 9 | 1 | 2 | 1 | Accepted | 9 months | The order of appointment was cancelled by the Ministry as the post on regu ar basis was abolished. |
| 21 | Forest Chemist, Pakistan Forest Research Institute. | 6 | ... | ... | ... | 1 | ... | 4 months | None of the candidates applying in response to the advertisement issued for this post was considered suitable for appointment. The Commission, however, recommended a candidate who had applied for the post of Scientific Liaison Officer for appointment to this post. The Agriculture Division accepted this selection. |

APPENDIX I—*contd.*

*Details of Recruitments made by Selection by the Pakistan Public Service Commission during the year* 1950—contd.

| Sl. No. | Name of the post(s) | Total No. of applications received | No. of candidates interviewed | | | No. of candidates recommended | Whether recommendations accepted or not by Government | Time taken in rectt. | Remarks |
|---|---|---|---|---|---|---|---|---|---|
| | | | KAR | LAH | DAC | | | | |
| 1 | 2 | 3 | 4 | | | 5 | 6 | 7 | 8 |
| 22 | Silviculturist, Pakistan Forest Research Institute, Upper Topa. | 6 | 2 | 2 | 1 | ... | ... | 5 months | None of the candidates was considered suitable for appointment. The Commission, however, suggested that attempts be made to obtain an experienced man on loan from some Provincial Government and in the meantime a suitable person be sent abroad for training. |
| 23 | Senior Lecturer in History for the Central Government College for Women, Karachi. | 1 | ... | ... | ... | 1 | Accepted | 5 months | The only applicant was considered suitable for appointment on paper qualifications only. She could not be interviewed as she applied from Madras. The Commission recommended that she may be appointed on a three years contract in the first instance and there-after may be made permanent. |
| 24 | Four Economic Investigators in the Labour Division. | 16 | 10 | ... | ... | 4 | Accepted | 4 months | Twelve of the applicants considered *prima facie* suitable for the posts were given a written test. Two of them did not appear for the test. The ten candidates who appeared for the test were interviewed by the Commission.<br><br>In the first instance the Commission recommended two candidates but at the request of the Ministry the Commission recommended two more candidates for appointment to the posts falling vacant later. |
| 25 | Statistical Officer, Agriculture Division, Government of Pakistan. | 9 | 4 | ... | 2 | 1 | Accepted | 7 months | ...... |
| 26 | Assistant Superintendent, National Museum, Karachi. | 17 | ... | ... | 1 | 1 | Accepted | 7 months | ...... |
| 27 | Five Headmasters and Two Headmistresses for the Central Pakistan Government High Schools, Karachi. | 87 | 49 | 8 | 4 | 10 | Partially accepted. | 6 months | Only three of the candidates recommended by the Commission were accepted while the others were not offered the posts as they were considered to be over age or did not possess the B.T degree. |

APPENDIX I—*contd.*

*Details of Recruitments by Selection made by the Pakistan Public Service Commission during the year* 1950—contd.

| Sl. No. | Name of the post(s) | Total No. of appli-cations received | No. of candidates interviewed | | | No. of candi-dates recom-mended | Whether recommen-dations accepted or not by Government | Time taken in rectt. | Remarks |
|---|---|---|---|---|---|---|---|---|---|
| | | | KAR | LAH | DAC | | | | |
| 1 | 2 | 3 | 4 | | | 5 | 6 | 7 | 8 |
| 28 | (*a*) Director of Studies (*b*) Senior Tutors Humanities and (*c*) Senior Tutor Scientific Studies under the Ministry of Defence. | 12 | 3 | 6 | 2 | ... | ... | 14 months | One application for the post was received from U.K. The candidate was considered suitable for interview and H. E. the H. C. for Pakistan in U.K. was requested to interview the candidate. Before the result of the interview was available, the Ministry of Defence informed the Commission that they had filled the posts by service officers. The Commission had to refund the application fee to the candidates. The Commission have protested against this action of the Ministry. |
| 29 | Urdu Editor in the Department of Advertising, Films and Publications, Government of Pakistan. | 27 | 9 | 9 | ... | 1 | Accepted | 8 months. | ...... |
| 30 | Assistant Executive Engineer Communication and Transport Division, Government of Pakistan. | 5 | 4 | 1 | 1 | 1 | Accepted | 4 months. | ...... |
| 31 | (*a*) Four News Editors, (*b*) Eleven Asstt. News Editors, (*c*) Five sub-Editors, (*d*) Two reference Officers and (*e*) two Monitoring Officers for Radio Pakistan. | 238 | 55 | 18 | 6 | 27 | Accepted | 11 months | The candidates were required to appear at a written test before the interviews.<br>The letters of appointment to 20 candidates have so far been issued. The information regarding the remaining candidates is still awaited from the Ministry. The last date for the receipt of applications was extended on request from the Ministry by about 23 days. |
| 32 | Education Officer (Technical) Education Division. | 4 | 1 | ... | ... | ... | ... | 4 months | None of the candidates was considered suitable for appointment. The Commission suggested that a person may be selected and given training in some Polytechnique and thereafter appointed to the post. But the Education Division did not agree to this. The post was, therefore, re-advertised. |
| 33 | (*a*) One Senior Scientific Assistant and (*b*) One Junior Scientific Asstt. for the Scientific Advisers Office Ministry of Defence. | 7 | 3 | 1 | 1 | 2 | ... | 8 months | The information regarding the acceptance of the Commission's recommendations, is still awaited. |
| 34 | Bullion Registrar for the Pakistan Mint, Lahore. | 6 | 6 | ... | ... | 1 | Accepted | 3 months. | ...... |

APPENDIX I—*contd.*

*Details of Recruitments by Selection made by the Pakistan Public Service Commission during the year* 1950—contd.

| Sl. No. | Name of the post(s) | Total No. of applications received | No. of candidates interviewed | | | No. of candidates recommended | Whether recommendations accepted or not by Government | Time taken in rectt. | Remarks |
|---|---|---|---|---|---|---|---|---|---|
| | | | KAR | LAH | DAC | | | | |
| 1 | 2 | 3 | 4 | | | 5 | 6 | 7 | 8 |
| 35 | Two Programme Assistants in the Burmese Unit of Radio Pakistan. | 24 | 3 | ... | 2 | 2 | Accepted | 7 months | The post was also advertised in Burma. |
| 36 | Assistant Inspector Grade I (Civilian) in the Inspectorate of Armaments, Ministry of Defence. | 6 | ... | 2 | ... | ... | ... | 4 months | None of the candidates was considered suitable for appointment. |
| 37 | Superintending Sea Transport Officer, R.P.N. | 21 | 9 | 2 | 2 | 1 | Accepted | 7 months. | ...... |
| 38 | Deputy Locust Entomologist in the Plant Protection Department, Agriculture Division. | 4 | ... | ... | ... | 1 | Accepted | 5 months | The candidates had already been interviewed by the Commission for other posts. To expedite the recruitment the selection was made on the basis of their previous interviews only. The Ministry took about a month for approving the draft advertisement. |
| 39 | One Chief Research Officer and one Research Officer under the Ministry of Law and Labour. | 4 | 3 | ... | ... | ... | ... | 4 months | None of the candidates was considered suitable for appointment. |
| 40 | (*a*) Economic Botanist and (*b*) Chemist under the Organisation of Botanical Survey and Medical Herbs and Plants. | 4 | 1 | 1 | 1 | 1 | Accepted | 5 months | The Commission did not receive any application for the post of Chemist. The post was re-advertised. |
| 41 | Assistant Information Officer (Bengali) under the Information and Broadcasting Division. | 10 | 1 | ... | 7 | 1 | Accepted | 5 months | None of the candidates was considered to be up to the mark. The Commission, however, recommended one candidate as the best of the lot and it was suggested that he may be appointed after downgrading the post. |
| 42 | Three Bio-Chemists (C. G. O.) Ministry of Defence. | 5 | ... | 3 | 2 | 3 | Accepted | 6 months | ...... |
| 43 | Two posts of Tutors (one in Aero Engines and other in Aero Dynamics), Ministry of Defence. | 2 | 1 | ... | ... | ... | ... | 2 months | None of the candidates was considered suitable for appointment. |
| 44 | Deputy Controller of Stationery and Forms, Karachi. | 26 | 7 | 2 | 2 | 1 | Accepted | 5 months | ...... |
| 45 | Deputy Director and Chief Copywriter in the Department of Advertising, Films and Publications. | 19 | 10 | 2 | ... | 1 | Accepted | 9 months | Due to floods in Punjab some of the candidates could not appear at the interview, so supplementary interviews had to be arranged. |
| 46 | Press Attache Grade I and six posts of Press Attaches Grade II. | 111 | 27 | 15 | 18 | 9 | Accepted | 6 months | For the post of Press Attache Grade I, the Commission recommended two alternative candidates allowing the Ministry to offer the post to any of the two. |

APPENDIX I—*contd.*

*Details of Recruitments by Selection made by the Pakistan Public Service Commission during the year* 1950—contd.

| Sl. No. | Name of the post(s) | Total No. of applications received | No. of candidates interviewed | | | No. of candidates recommended | Whether recommendations accepted or not by Government | Time taken in rectt. | Remarks |
|---|---|---|---|---|---|---|---|---|---|
| | | | KAR | LAH | DAC | | | | |
| 1 | 2 | 3 | 4 | | | 5 | 6 | 7 | 8 |
| 47 | Four Seamen Welfare Officers Ministry of Law and Labour (Labour Division). | 94 | 17 | 6 | 13 | 7 | Accepted | 9 months | The absentees at the Lahore interviews were given another chance as they could not attend for interview on the first invitation on account of floods in Punjab. |
| 48 | Deputy Controller of Patents and Designs, Ministry of Industries. | 8 | 3 | ... | ... | ... | ... | 8 months | None was found suitable for appointment. The Commission recommended a candidate be appointed as Assistant Director Patents and Designs and put incharge of the Section. He should in due course work his way up to the post of Deputy Director and then Director. The Ministry have not so far accepted the Commission's recommendations and are insisting on the Commission to agree to the appointment of their man as Deputy Controller of Patents and Designs to which the Commission are not agreeing. |
| 49 | Librarian in the Central Secretariat. | ... | ... | ... | ... | ... | ... | 2 months | No application was received in response to the Commission's advertisement and the Ministry were informed accordingly. |
| 50 | Scientific Liaison Officer, Education Division. | 20 | 6 | 3 | 3 | 1 | ... | 9 months | In the first instance the Commission recommended a candidate for appointment. But his name was withdrawn and another was recommended for appointment as he had not been appointed to the post of Director, Scientific and Industrial Research for which post the Commission had recommended him. The Ministry had appointed another man to that post without Commission's approval. |
| 51 | Three Civilian Gazetted Officers. | 69 | 24 | 10 | 4 | 5 | ... | 5 months | The information, regarding the appointment of the Commission's nominees, is still awiated. |
| 52 | (*a*) One Professor (*b*) One Lecturer in Electrical and Mechanical Engineering and (*c*) One Lecturer in Civil Engineering, for the School of Military Engineering, Sialkot. | 4 | 1 | 2 | ... | 2 | Accepted (partially). | 8 months | The candidate recommended for the post of Professor, Electrical and Mechanical Engineering was accepted by the Ministry of Defence for appointment as an Assistant Professor and the Commission agreed to this. The information regarding the other candidate is still awaited. |
| 53 | Posts in the Civil Defence Organisation, Government of Pakistan. | 124 | 35 | 14 | 11 | 23 | Accepted | ... | The posts were advertised and the applications received by the Ministry. The applications received were however forwarded to the Commission who made the final selection after interviewing the candidates. |

APPENDIX I—*contd.*

*Details of Recruitments by Selection made by the Pakistan Public Service Commission during the year* 1950—contd.

| Sl. No. | Name of the post(s) | Total No. of applications received | No. of candidates interviewed | | | No. of candidates recommended | Whether recommendations accepted or not by Government | Time taken in rectt. | Remarks |
|---|---|---|---|---|---|---|---|---|---|
| | | | KAR | LAH | DAC | | | | |
| 1 | 2 | 3 | 4 | | | 5 | 6 | 7 | 8 |
| 54 | (*a*) Technical Assistant and (b) Statistical Assistant under the Education Division. | 7 | 2 | 2 | 2 | 2 | Accepted | 5 months | ...... |
| 55 | Editor 'Ahang' Radio Pakistan. | 5 | 4 | ... | 1 | ... | ... | 7 months | None of the candidates was considered suitable for appointment to the post. The Commission suggested that the post may be re-advertised. |
| 56 | (*a*) Maintenance Engineer and (*b*) Chemist and Metallurgist for the Steel and General Mills, Railway Division. | 5 | ... | ... | 1 | 2 | ... | 9 months | Mr. K. Ferozuddin a candidate who had applied for the post was not called for interview as he was in India. He was considered on the basis of his previous interview for some other post. The information regarding the appointment of the Commission's nominees is still awaited from the Ministry. |
| 57 | Locust Entomologist, Agriculture Division. | ... | ... | ... | ... | 1 | ... | ... | In view of the urgency of the recruitment the post was not advertised. Selection was made from out of the candidates interviewed by the Commission for the post of Plant Protection Entomologist and Assistant Quarantine Entomologist. Information regarding the appointment of the Commission's nominee is still awaited from the Ministry. |
| 58 | (*a*) Fire Adviser, (*b*) Officer in-Charge Combined Control and Report Centre, (*c*) Staff Officer (Warden's Service) (*d*) Staff Officer (Rescue Service), (*e*) Staff Officer (Fire Fighting Service) and (*f*) Two Depot Superintendents, for the Civil Defence Organisation. | 75 | 24 | 11 | 9 | 17 | Accepted | 5 months | ...... |
| 59 | General Manager, Canteen Stores Department, Ministry of Defence. | 37 | 10 | 7 | 1 | 1 | Accepted | 5 months | ...... |
| 60 | Assistant Marketing Officer, Agriculture Division. | 16 | 7 | ... | ... | 1 | Accepted | 4 months | ...... |
| 61 | Chemist under the Scheme for the organisation of Botanical Herbs and Plants in Pakistan. | 4 | ... | 2 | 1 | 1 | Accepted | 3 months | ...... |
| 62 | Assistant Director (Statistics) under the Agriculture Division. | 6 | ... | ... | ... | 1 | ... | 2 months | The only candidate suitable for interview was not actually interviewed for this post but was considered on the basis of his previous interview with the Commission for some other post. Information from the Ministry regarding the acceptance of the Commission's recommendations is still awaited. |

APPENDIX I—*contd.*

*Details of Recruitments made by Selection by the Pakistan Public Service Commission during the year* 1950—*contd.*

| Sl. No. | Name of the post(s) | Total No. of applications received | No. of candidates interviewed | | | No. of candidates recommended | Whether recommendations accepted or not by Government | Time taken in rectt. | Remarks |
|---|---|---|---|---|---|---|---|---|---|
| | | | KAR | LAH | DAC | | | | |
| 1 | 2 | 3 | 4 | | | 5 | 6 | 7 | 8 |
| 63 | Persian Translator in the Commercial Section of the Embassy of Pakistan in Kabul. | 13 | 1 | 3 | 1 | 1 | ... | 11 months | The candidates were required to appear at a wiritten test before the interview. Information from the Ministry regarding the acceptance of the Commission's recommendations is still awaited. The recruitment was held up for more than three months under the instructions from the Ministry. |
| 64 | Assistant Director in the Commonwealth Bureau of Pastures and Crops. | 1 | ... | ... | ... | ... | ... | ... | The only candidate was not considered suitable even for interview. The recruitment was not for appointment under the Government of Pakistan. |
| 65 | Three Entomologists in the Commonwealth Institute of Entomology under the Commonwealth Agricultural Bureau, London. | 6 | ... | ... | ... | ... | ... | ... | None of the candidates was considered suitable for appointment. The posts were not under the Government of Pakistan. |
| 66 | Programme Supervisor, Afghan/Persian Unit, Radio Pakistan. | 6 | 3 | 1 | ... | 1 | ... | 4 months | Information regarding the acceptance of the Commission's recommendation is awaited from the Ministry. |
| 67 | (*a*) Assistant Director, and (*b*) Research Officer, Commodities Research Section in the Department of Commercial Intelligence and Statistics. | 21 | 10 | ... | 5 | 1 | Accepted | 3 months | None of the candidates was considered suitable for the post of Assistant Director. A candidate who had applied for the post of Assistant Director was recommended by the Commission for the post of Research Officer. The Commission were of the opinion that the candidate would accept the post. |
| 68 | Two Listener Research Officer Radio Pakistan. | 17 | 3 | ... | 2 | 2 | Accepted | 5 months | ...... |
| 69 | (*a*) Superintendent, (*b*) Resident Specialist, Gynaecology (*c*) Resident Specialist Pathology, (*d*) Assistant Superintendent (General), (*e*) Assistant Superintendent (Medical) and (*f*) Eight Medical Officers for the Jinnah Central Hospital. | 62 | 48 | 8 | 4 | 14 | Accepted | 5 months | ...... |
| 70 | Two Assistant Architects, P.P.W.D. | 3 | ... | ... | ... | ... | ... | 3 months | None of the candidates was considered suitable even for interview. |
| 71 | (*a*) Inspector of Aircraft, (*b*) Assistant Inspector of Aircraft Civil Aviation Department. | 9 | 9 | ... | ... | 3 | Accepted | 4 months | Two candidates who had applied for the post of Inspector of Aircraft, were recommended by the Commission for the post of Assistant Inspector of Aircraft. It was expected that one of them would accept the lower post. |

APPENDIX I—*contd.*

*Details of Recruitments made by Selection by the Pakistan Public Service Commission during the year* 1950—contd.

| Sl. No. | Name of the post(s) | Total No. of applications received | No. of candidates interviewed | | | No. of candidates recommended | Whether recommendations accepted or not by Government | Time taken in rectt. | Remarks |
|---|---|---|---|---|---|---|---|---|---|
| | | | KAR | LAH | DAC | | | | |
| 1 | 2 | 3 | 4 | | | 5 | 6 | 7 | 8 |
| 72 | Two Senior Lecturers in Chemistry and Physics for the Central Government College for Women, Karachi. | 4 | ... | ... | ... | ... | ... | ... | The posts were re-advertised under instructions from the Education Division. |
| 73 | Director of Education, Baluchistan. | 28 | 12 | 7 | 3 | 1 | Accepted | 5 months | ...... |
| 74 | Ten Assistant Geologists under the Geological Survey of Pakistan. | 57 | 39 | 3 | 18 | 10 | ... | 11 months | Information regarding the acceptance of the Commission's recommendations still awatied. The Ministry took about *three* months time for approving the advertisement. Also on the request of the Ministry the last date for the receipt of applications was extended by one month. |
| 75 | Deputy Director, Navigation Branch, Central Engineering Authority. | 4 | 1 | ... | 1 | 1 | Accepted | 5 months | ...... |
| 76 | Librarian, Central Secretariat Library. | 3 | ... | ... | ... | ... | ... | 3 months | None of the candidates was considered suitable even for interview. The post was re-advertised. |
| 77 | Three Research Assistants for the Department of Commercial Intelligence and Statistics. | 13 | 9 | ... | ... | 3 | ... | 4 months | The Commerce Division were of the opinion that better candidates could be selected. But the Commission were of the opinion that the candidates recommended by them were the best that could be available on the pay scale attached to the posts. The posts were re-advertised with designation changed to Investigators. |
| 78 | Town Planner with the Government of Pakistan. | 8 | 2 | 1 | ... | 1 | ... | 5 months | The Ministry informed the Commission that their nominee was understood to have joined the service of the State Bank of Pakistan on much higher pay and was not expected to accept this post even if offered. The Ministry added that the appointment to the post of Town Planner was not to be taken up. |
| 79 | Assistant Marketing Officer Co-operation and Marketing Department. | 39 | 9 | 7 | 5 | 1 | Accepted | 5 months | ...... |
| 80 | Assistant Director of Public Instructions for Tribal Areas N.W.F.P. | 16 | ... | ... | 4 | 1 | Accepted | 5 months | ...... |
| 81 | Director of Textiles (Purchase and Distribution), Ministry of Industries. | 4 | 3 | ... | ... | ... | ... | 8 months | None of the candidates was considered suitable for appointment. The Ministry took about 2 months time in approving the draft advertisement. |
| 82 | Superintendent, Railway Telegraph, N.W.R. | 4 | ... | 1 | 1 | 1 | Accepted | 5 months | ...... |

## APPENDIX I—*contd.*

*Details of Recruitments made by Selection by the Pakistan Public Service Commission during the year* 1950—contd.

| Sl. No. | Name of the post(s) | Total No. of applications received | No. of candidates interviewed | | | No. of candidates recommended | Whether recommendations accepted or not by Government | Time taken in rectt. | Remarks |
|---|---|---|---|---|---|---|---|---|---|
| | | | KAR | LAH | DAC | | | | |
| 1 | 2 | 3 | 4 | | | 5 | 6 | 7 | 8 |
| 83 | (*a*) Ten Economic Investigators, (*b*) Two Statistical Investigators, Ministry of Economic Affairs. | 36 | 18 | 4 | 3 | 8 | Accepted | 4 months | ...... |
| 84 | (*a*) Health Publicity Officer, (*b*) Assistant Health Publicity Officer, Health Division. | 9 | ... | ... | ... | ... | ... | ... | None of the candidates was considered suitable even for interview. The Ministry suggested re-advertisement. The Commission were of the opinion that re-advertisement after such a short time was not to be fruitful. They were also of the view that Hospitals were few, Medical facilities were meagre, Doctors were not available and, therefore, suggested that the posts need not be re-advertised. |
| 85 | Lecturer in French in the University of the Punjab. | ... | ... | ... | ... | ... | ... | 9 months | No application was received in response to the Commission's advertisement. The Embassy of France in Pakistan and the Embassy of Pakistan in France were also requested to recommend suitable candidates for the post. Only one application was received and the applicant was not considered suitable. In May 1951 the Education Division forwarded two applications for consideration One of these applicants was considered suitable for the post and was recommended. |
| 86 | Two Labour Welfare Officers for the Coal Mines Welfare Commissioner's Office, Government of Pakistan. | 24 | 5 | 3 | 3 | 2 | Accepted | 4 months | Commission's first nominee declined the post. So another candidate was recommended for appointment. |
| 87 | Assistant Director (Textiles) Ministry of Industries. | 14 | 2 | 1 | 5 | 1 | Accepted | 5 months | ...... |
| 88 | Assistant Education Officer, Education Division. | 6 | ... | ... | ... | ... | ... | 2 months | None of the candidates was considered suitable even for interview both by the Ministry and the Commission. |
| 89 | Deputy Co-operation and Marketing Adviser, Agriculture Division. | 15 | 3 | ... | 3 | 1 | Accepted | 4 months | ...... |
| 90 | Director of Archaeology, Education Division. | 19 | 3 | ... | ... | 1 | ... | 9 months | The post was also advertised in U.K. and France and other foreign countries. 5 applications were received in response to the Commission's advertisement in Pakistan, 9 applications were received from France, 2 from the Legation of Pakistan at Baghdad and 2 from U.K. The candidates from U.K. and France were interviewed in those countries. |

APPENDIX I—*contd.*

*Details of Recruitments made by Selection by the Pakistan Public Service Commission during the year* 1950—contd.

| Sl. No. | Name of the post(s) | Total No. of applications received | No. of candidates interviewed | | | No. of candidates recommended | Whether recommendations accepted or not by Government | Time taken in rectt. | Remarks |
|---|---|---|---|---|---|---|---|---|---|
| | | | KAR | LAH | DAC | | | | |
| 1 | 2 | 3 | 4 | | | 5 | 6 | 7 | 8 |
| | | | | | | | | | Information from the Ministry regarding the acceptance of the Commission's recommendations is still awaited. |
| 91 | Senior Lecturer in Philosophy for the Central Government College for Women, Karachi. | 5 | ... | ... | ... | ... | ... | 2 months | The post was re-advertised and the applications received in response to both the advertisements were considered. |
| 92 | Extra Assistant Conservator of Forests, Agriculture Division. | 2 | 2 | ... | ... | 1 | Accepted | 3 months | ...... |
| 93 | Principal, Government College, Quetta. | 18 | 5 | 3 | 2 | 1 | ... | 4 months | Information regarding the acceptance of the Commission's recommendations is still awaited from the Ministry. |
| 94 | Two Appraisers under the Collector of Customs, Revenue Division. | ... | 3 | 2 | ... | 2 | Accepted | 4 months | ...... |
| 95 | Two Medical Officers for the Coal Mines, Labour Welfare Commissioner's Office. | ... | ... | ... | ... | ... | ... | 8 months | No application was received in response to the Commission's advertisement and the Ministry were informed accordingly. Ministry took about five months in approving the advertisement. |
| 96 | (*a*) Director of Public Relations, (*b*) Deputy Director of Public Relations, (*c*) Four Information Officers and (*d*) Six Assistant Information Officers under the Ministry of Kashmir Affairs. | 87 | 18 | 27 | 4 | 11 | Accepted | 4 months | ...... |
| 97 | (*a*) Principal, (*b*) Vice Principal for the Junior Teachers Training College, Karachi. | 18 | ... | ... | ... | ... | ... | ... | The recruitment was cancelled by the Ministry before the candidates could be interviewed as the scheme for the establishment of Junior Teachers Training College was under revision. The Commission had to refund the application fee to the candidates. |
| 98 | Three Information Officers and one Assistant Information Officer, Press Information Department. | 62 | 35 | 3 | 5 | 4 | Accepted | 5 months | ...... |
| 99 | Dental Surgeon, Jinnah Central Hospital. | 7 | 1 | 1 | ... | 1 | Accepted | 2 months | The Punjab Government refused to release the candidate recommended and as such the Commission suggested that the post may be re-advertised. |
| 100 | Senior Lecturer in Arabic for the Central Government College for Women. | 4 | ... | ... | ... | ... | ... | ... | The post was re-advertised and the applications received in response to both the advertisements were considered. |

APPENDIX I—*contd.*

*Details of Recruitments made by Selection by the Pakistan Public Service Commission during the year* 1950—contd.

| Sl. No. | Name of the post(s) | Total No. of applications received | No. of candidates interviewed KAR | LAH | DAC | No. of candidates recommended | Whether recommendations accepted or not by Government | Time taken in rectt. | Remarks |
|---|---|---|---|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | | | 5 | 6 | 7 | 8 |
| 101 | Research Officer, Department of Advertising, Films and Publications. | 7 | 4 | ... | ... | 1 | Accepted | 5 months | The candidates were required to appear at a written test before the interviews. |
| 102 | Works Manager, Inspectorate of Armaments. | 1 | ... | 1 | ... | 1 | Accepted | 6 months | The Ministry took about 2 months time in returning the applications of the preselection. |
| 103 | Editor, English Magazine, 'Pakistan', Department of Advertising, Films and Publications. | 9 | 3 | ... | ... | 1 | Accepted | 5 months | The candidates were required to appear at a written test before the interviews. |
| 104 | Senior Lecturer in Mathematics, Central Government College for Women, Karachi. | 1 | ... | ... | ... | ... | ... | ... | The post was re-advertised and the applications received in response to both the advertisements were considered. |
| 105 | Editor, Trade Journal, Department of Commercial Intelligence. | 5 | ... | ... | ... | 1 | ... | 2 months | No interviews were held. The candidate was recommended on the basis of his interview for the post of Research Officer, Ministry of Economic Affairs. Information from the Ministry regarding the acceptance of the Commission's recommendations is still awaited. |
| 106 | (*a*) Resident Physician (TB) and (*b*) Resident Surgeon, Jinnah Central Hospital. | 9 | 4 | ... | ... | 2 | Accepted | 3 months | Two persons who had applied from outside Pakistan were considered on paper qualifications only. |
| 107 | Senior Lecturer in Economics, Central Government College for Women, Karachi. | 2 | ... | ... | ... | ... | ... | ... | The post was re-advertised and the applications received in response to both the advertisements were considered. |
| 108 | Labour Welfare Officer, Khewra. | 14 | 6 | ... | 3 | 2 | ... | | The Ministry were given the option of appointing any of the two candidates recommended. |
| 109 | Public Prosecutor for the Dacca Branch of the Pakistan Special Police Establishment. | 8 | ... | ... | 1 | 1 | ... | 6 months | The Commission recommended that if the pay scale for the post is improved better candidates would be available for appointment. |
| 110 | Principal, Airways Training Centre, Civil Aviation Department. | 6 | ... | ... | ... | ... | ... | 5 months | None of the candidates was considered suitable even for interview. |
| 111 | 46 posts under the General Administrative Reserve of Officers (Special Wing). | 332 | 108 | 44 | 39 | 45 | Accepted | 6 months | In addition to the candidates recommended for the posts included in the requisition the Commission recommended 22 candidates for appointment to Class II posts under the Revenue Division. |
| 112 | Twelve Assistant Meteorologists in the Meteorological Department. | 54 | 12 | 2 | 15 | 9 | ... | 3 months | Information regarding the acceptance of the Commission's recommendations is still awaited from the Ministry. |

APPENDIX I—*contd.*

*Details of Recruitments made by Selection by the Pakistan Public Service Commission during the year* 1950—contd.

| Sl. No. | Name of the post(s) | Total No. of applications received | No. of candidates interviewed | | | No. of candidates recommended | Whether recommendations accepted or not by Government | Time taken in rectt. | Remarks |
|---|---|---|---|---|---|---|---|---|---|
| | | | KAR | LAH | DAC | | | | |
| 1 | 2 | 3 | 4 | | | 5 | 6 | 7 | 8 |
| 113 | District/ Divisional Electrical Engineer, Pakistan Railways. | 9 | ... | 5 | ... | 1 | Accepted | 4 months | None of the candidates was considered suitable for the post of District/ Divisional Electrical Engineer. The Commission, however, recommended one candidate for appointment to the post of Assistant Engineer, Electrical on an enhanced pay. |
| 114 | (*a*) Port Health Officer, (*b*) Airport Health Officer and (*c*) 10 Assistant Port Health Officers, Health Division. | 14 | 9 | ... | 6 | 5 | ... | 5 months | Information regarding the acceptance of the Commission's recommendations is still awaited. |
| 115 | Assistant Information Officer (Arabic), Information and Broadcasting Division. | 8 | 3 | ... | ... | 1 | ... | 3 months | Do. |
| 116 | Chief Accounts Officer, Central Excise Collectorate, Chittagong. | 2 | ... | ... | ... | ... | ... | ... | The Commission recommended that the Revenue Division may offer the post to any of the candidates recommended by the Commission out of the General Administrative Reserve (Special Wing) candidates for appointment to Class II posts. |
| 117 | Librarian, Central Secretariat Library. | 5 | 4 | ... | ... | 1 | Accepted | 3 months | ...... |
| 118 | (*a*) Assistant Director General (Medical), (*b*) Two Assistant Director Generals, Health (Public Health) and (*c*) One Deputy Assistant Director General of Health. | 19 | 11 | 3 | 5 | 3 | ... | 5 months | None of the candidates was considered suitable for the post of Assistant Director General (Medical).<br><br>Information regarding the acceptance of the Commission's recommendations is still awaited. |
| 119 | Signal Engineer, Pakistan Railways. | 4 | ... | ... | 2 | ... | ... | 2 months | None of the candidates was considered suitable for appointment. |
| 120 | Two Statistical Officers, Pakistan Railways. | 6 | 3 | 1 | 2 | 1 | Accepted | 4 months | Only one candidate was found suitable and was recommended for appointment. The Commission's nominee was found medically unfit and was not appointed. |
| 121 | English/Russian Interpreter for the Economic Commission for Asia and Far East. | 5 | ... | ... | ... | ... | ... | ... | Before the candidates could be interviewed the Ministry of Industries informed that the ECAFE authorities had made their arrangements for the interpreter and the requisition may be considered as cancelled. The appointment was not under the Government of Pakistan. |

APPENDIX I—*contd.*

*Details of Recruitments made by Selection by the Pakistan Public Service Commission during the year* 1950—contd.

| Sl. No. | Name of the post(s) | Total No. of applications received | No. of candidates interviewed | | | No. of candidates recommended | Whether recommendations accepted or not by Government | Time taken in rectt. | Remarks |
|---|---|---|---|---|---|---|---|---|---|
| | | | KAR | LAH | DAC | | | | |
| 1 | 2 | 3 | 4 | | | 5 | 6 | 7 | 8 |
| 122 | (*a*) Eight Assistant Managers (Technical), (*b*) Five Assistant Managers, (Ordinary Grade), Department of Manpower and Employment. | 140 | 22 | 23 | 34 | 16 | ... | 6 months | The additional names were recommended by the Commission on request from the Ministry as they expected that a few more posts will fall vacant. Also some were to be appointed as leave reserve. Information regarding the acceptance of Commission's recommendations is still awaited. |
| 123 | Senior Lecturer one each for Chemistry, Physics, Philosophy, Arabic, Mathematics and Economics for the Central Government College for Women, Karachi | 36 | 10 | 2 | 3 | 3 | Accepted | 6 months | ...... |
| 124 | Marine Engineer, Pakistan Railway. | 4 | 1 | ... | ... | 1 | Accepted | 4 months | ...... |
| 125 | *Ex*-Police Officers for the Intelligence Bureau. | ... | ... | ... | ... | ... | ... | ... | No advertisement was issued. The Commission recommended 10 candidates (Army Officers) and 1 with Police experience from out of the candidates who had aplied for the General Administrative Reserve and the Pakistan Foreign Service. |
| 126 | Public Relations Officer, Refugees and Rehabilitation. | 11 | 6 | ... | ... | 1 | ... | 3 months | Information regarding the acceptance of the Commission's recommendations is still awaited. |
| 127 | Two Sub-editors for 'Agriculture Pakistan' one for English Journal and the other for Urdu Journal, Agriculture Division. | 5 | 3 | ... | ... | ... | ... | 4 months | None of the candidates was considered suitable for appointment. The Commission recommended that the post should be re-advertised with the raised scale of pay. |

## APPENDIX II

*Details of Selections made by the Pakistan Public Service Commission for the Award of Scholarships during the year* 1950.

| Sl. No. | Name of the post(s) | Total No. of applications received | No. of candidates interviewed KAR | LAH | DAC | No. of candidates recommended | Whether recommendations accepted or not by Government | Time taken in rectt. | Remarks |
|---|---|---|---|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | | | 5 | 6 | 7 | 8 |
| 1 | Award of Scholarship offered by the Royal Commission for the Exhibition of 1851, London. | 11 | 1 | 5 | 5 | 4 | Accepted | 3 months | In view of the short time at disposal, the Provincial Commissions at Lahore and Dacca were requested to interview the candidates at respective centres on behalf of the Pakistan Public Service Commission. As the final selection was to be made by the Royal Commission, London a panel of four names was recommended. The final Selection for the award was made by the Royal Commission, London. |
| 2 | Scholarship offered by the Colorado School of Mines, Colorado, U.S.A. | 9 | ... | ... | ... | 3 | Accepted | 1 month | The selection was made on paper qualifications only as the Commission were required to finalize the selection in a very short period. The final selection was to be made by the authorities of the Colorado School of Mines out of the panel of three names recommended by the Commission. |
| 3 | Scholarship for higher studies in the subject of modern Persian Literature and Contemporary History in Tehran. | 9 | 4 | 2 | 1 | 1 | Accepted | 4 months | ...... |
| 4 | Scholarship for higher studies in Library Administration under the Central Overseas Training Scheme. | 3 | 1 | ... | ... | ... | ... | 3 months | None of the candidates was considered suitable for the award. |
| 5 | Two Scholarships offered by the French Government to a Pakistani National. | 23 | ... | ... | ... | 6 | Accepted | 1 month | In view of very short time at disposal, the Commission did not interview the candidates. The final selection was to be made by the French Government. The Commission recommended six names to the Education Division who forwarded two names to the French Government for the award. Both were accepted. |
| 6 | Scholarship offered by the Netherlands Government to a Pakistani National. | 16 | ... | ... | ... | 2 | ... | ... | The advertisement was issued by the Education Division and the applications received in response to that advertisement were forwarded to the Commission for consideration and selection of suitable candidates for the award. In view of the very short time at their disposal the Commission did not interview the candidates and the selection was made on paper qualifications only. |

APPENDIX II—*contd.*

*Details of Selections made by the Pakistan Public Service Commission for the Award of Scholarships during the year* 1950—contd.

| Sl. No. | Name of the post(s) | Total No. of applications received | No. of candidates interviewed | | | No. of candidates recommended | Whether recommendations accepted or not by Government | Time taken in rectt. | Remarks |
|---|---|---|---|---|---|---|---|---|---|
| | | | KAR | LAH | DAC | | | | |
| 1 | 2 | 3 | 4 | | | 5 | 6 | 7 | 8 |
| 7 | Three Fellowships offered by the Nuffield Foundation, London. | 35 | 2 | 6 | 9 | 3 | Accepted | 5 months | The candidates were interviewed by the Committee constituted by the Nuffield Foundation which included full Commission. The Scholarships were not offered through the Government of Pakistan. The Committee recommended three candidates for the awards. |
| 8 | Scholarship offered by the Govt. of Pakistan in the subject of Library Administration. | 10 | 8 | 1 | 1 | 1 | ... | 4 months | Information regarding the acceptance of the Commission's recommendations is still awaited. |
| 9 | Scholarship offered by the Royal Commission for the Exhibition of 1851, London. | 9 | ... | 5 | 1 | 3 | Accepted | 4 months | As the final selection was to be made by the Royal Commission for the Exhibition, London, a panel of three names was recommended. One of the three candidates recommended was offered the Scholarship. |
| 10 | Selection of two candidates for training as Pilot Instructors at Service Training, Ltd., London. | 6 | 4 | ... | ... | 1 | Accepted | 1 month | Only one suitable candidate was available and was recommended. The candidate refused to accept the offer. |
| 11 | Scholarship for advanced studies in Archaeology. | 5 | 2 | 1 | 1 | 1 | ... | 4 months | Information regarding the acceptance of the Commission's recommendations is still awaited. |

## APPENDIX III

*Details of Recruitments made by Selection by the Pakistan Public Service Commission during the year* 1951.

| Sl. No. | Name of the post(s) | Total No. of applications received | No. of candidates interviewed KAR | LAH | DAC | No. of candidates recommended | Whether recommendations accepted or not by Government | Time taken in rectt. | Remarks |
|---|---|---|---|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | | | 5 | 6 | 7 | 8 |
| 1 | Deputy Director, Govt. Test House. | 6 | 3 | ... | 1 | 1 | Accepted | 6 months | ...... |
| 2 | (a) Two Station Engineers, (b) One Asstt. Station Engineer and [(a) & (b)] | 21 | 8 | 8 | 3 | 1 | Accepted | 5 months | None found suitable for Station Engineer's posts. Only one candidate for the post of Asstt. Station Engineer was recommended. For the posts of Asstt. Engineers Commission suggested a written test and the matter is still under correspondence (regarding syllabus to be prescribed for the Test). |
| | (c) Seventeen Asstt. Engineers in Radio Pakistan. | 71 | ... | ... | ... | ... | ... | ... | |
| 3 | Two Deputy/Four Assistant Custodians of Evacuee Property. | 55 | 28 | ... | ... | 10 | Accepted partly. | 3 months | One post of Depu[ty] Custodian was offe[red] to Commission's no[mi]nee. The other w[as] filled by promotion, which Commiss[ion] agreed. The Com[mis]sion recommended al[]ternate names beca[use] of age restriction [and] other consideration. |
| 4 | Director, Advertising Films and Publications. | 10 | 4 | 2 | ... | Nil | ... | 7 months | No suitable candi[date] was available for [ap]pointment. |
| 5 | Eight Headmasters and one Headmistress for Govt. High Schools, Karachi. | 104 | 12 | 20 | 9 | 9 | Accepted | 5 months | ...... |
| 6 | Twenty four posts of Temporary Engineers on Pakistan Railways. | 64 | 24 | 19 | 11 | 30 | Accepted | 4 months | The Commission reco[m]mended 24 candida[tes] in the first insta[nce]. Later the Ministry re[]quested for more na[mes] as there were still m[ore] vacancies of Civilian E[n]gineers on the Railwa[ys]. The Commission re[]commended six m[ore] names. |
| 7 | Asstt. Director (Socio-Economics) and Senior Research Officer, Central Fisheries Department. | 16 | 5 | ... | 2 | Nil | ... | 3 months | No suitable candidate w[as] available for app[oint]ment. |
| 8 | Asstt. Director (Co-operation), Co-operation and Marketing Deptt. | 13 | 6 | ... | 2 | 1 | Accepted | 4 months | ...... |
| 9 | Asstt. Locust Entomologist, Deptt. of Plant Protection. | 3 | ... | ... | ... | ... | ... | 3 months | The two candidates [] selected were not in[ter]viewed but were co[nsi]dered on the basis [of] their previous interv[iews] for other posts. [] candidate was found s[uit]able for appointment. |
| 10 | Publicity and Public Relations Officer for the East Bengal Railways. | 24 (12 from Pakistan and 12 from U.K.). | 3 | 2 | 5 | 1 | Accepted | 8 months | The post was also [ad]vertised in the U. K. The Commission [ap]proved the candidate [re]commended by [the] High Commissioner [for] Pakistan in the U. K. |

APPENDIX III—*contd.*

*Details of Recruitments made by Selection by the Pakistan Public Service Commission during the year* 1951—contd.

| Sl. No. | Name of the post(s) | Total No. of applications received | No. of candidates interviewed | | | No. of candidates recommended | Whether recommendations accepted or not by Government | Time taken in rectt. | Remarks |
|---|---|---|---|---|---|---|---|---|---|
| | | | KAR | LAH | DAC | | | | |
| 1 | 2 | 3 | 4 | | | 5 | 6 | 7 | 8 |
| 11 | Registrar of Trade Marks under the Commerce Div. | 12 | ... | ... | ... | ... | ... | ... | The requisition for the post was withdrawn by the Ministry after a lapse of two and half months when the Commission had received applicatiors. Th- Commi<sup></sup>ssion had to refund the app'ication fee to candidates. |
| 12 | Psychologist in the office of the Pakistan Public Service Commission. | 7 | ... | 1 | ... | 1 | Accepted | 2 months | ... |
| 13 | Inspector of Cantonment Schools under the Ministry of Defence. | 16 | 2 | 1 | 4 | 1 | Accepted | 4 months | ... |
| 14 | Deputy Conservator of Forests, Baluchistan Forest Department. | 7 | 2 | 2 | ... | 1 | Accepted | 2 months | ... |
| 15 | Three Divisional/ District Mechanical Engineers, Railway Dvision. | 2—Pakistan. 7—U.K | ... | ... | ... | 1 | Accepted | 4 months | The posts were also advertised in the U. K. The candidates from Pakistan were not found suitable even for interview. One candidate from U. K. was interviewed at Karachi. Commission's nominee did not respond to the offer. Posts re-advertised. |
| 16 | Business Manager in the Department of Advertising Films and Publications. | 34 | 6 | 3 | 1 | 1 | Accepted | 5 months | ...... |
| 17 | Two Deputy Section Officers, Bureau of Laboratories. | 2 | ... | ... | ... | ... | ... | 5 months | None of the candidates was found suitable even for interview. Posts re-advertised. |
| 18 | Eleven Research Officers (C. G. O.) under the Ministry of Defence. | 61 | 42 | 4 | 1 | 9 | Accepted | 5 months | ...... |
| 19 | Education Officer (Technical), under the Education Div. | 11 | 4 | 2 | 1 | 3 | Accepted | 4 months | Three alternative names were recommended by the Commission and the Ministry was given option to select one. The Ministry chose to retain the person who was already holding the post. |
| 20 | Zoologist, Zoological Survey Department. | 2 | ... | 2 | ... | 2 | Accepted | 3 months | As Commission's first nominee was also a candidate for the C. S. S. Examination, 1951, it was suggested that in case he did not accept the post it may be offered to Commission's second nominee. |
| 21 | Urdu Reporter for the Constituent Assembly of Pakistan. | 23 | 6 | 3 | 3 | 1 | Accepted | 4 months | The candidates were also given a written test. |

## APPENDIX III—*contd.*

*Details of Recruitments made by Selection by the Pakistan Public Service Commission during the year* 1951—contd.

| Sl. No. | Name of the post(s) | Total No. of applications received | No. of candidates interviewed | | | No. of candidates recommended | Whether recommendations accepted or not by Government | Time taken in rectt. | Remarks |
|---|---|---|---|---|---|---|---|---|---|
| | | | KAR | LAH | DAC | | | | |
| 1 | 2 | 3 | 4 | | | 5 | 6 | 7 | 8 |
| 22 | Deputy Director General, Supply, Department of Supply and Development. | 17 | 5 | 2 | 1 | ... | ... | 5 months | The post had to be re-advertised under instructions from the Ministry after the Commission had completed interviews at all the three centres. Applications received in response to both the advertisements were considered. |
| 23 | Four Education Officers (C. G. O.) in the R. P. A. F. | 2 | 1 | ... | ... | 1 | ... | 3 months | The information regarding the acceptance of the Commission's recommendation is still awaited. |
| 24 | Civilian Asstt. Engineers B/R—twelve and E/M—four for the M.E.S. | 79 | 41 | 21 | 15 | 16 | Accepted | 3 months | ...... |
| 25 | Junior Lecturer in Geography for the Central Government College for Women, Karachi. | 3 | 2 | ... | ... | 1 | ... | 3 months | The information regarding the acceptance of the Commission's recommendation is still awaited. |
| 26 | (*a*) Two Advisers (one each for the Arabic and Iranian Units) and (*b*) Three Asstt. Talks Officers for the External Services Department of Radio Pakistan. | 45 | 12 | 7 | 2 | 4 | Accepted | 4 months | No candidate was found suitable for appointment to the post of Adviser, Arabic Unit. A late application received for the post is, however, under the consideration of the Commission. |
| 27 | Appraiser under the Central Board of Revenue. | 3 | 2 | 1 | ... | 1 | ... | 4 months | The information regarding the acceptance of the Commission's recommendation is still awaited. |
| 28 | (*a*) Programme Supervisors<br>(*i*) One for Indonesian Unit; and<br>(*ii*) One for Turkish Unit.<br>(*b*) Programme Assistants<br>(*i*) One for Arabic Unit<br>(*ii*) One for Indonesian Unit<br>(*iii*) One for Turkish Unit.<br>(*c*) Translator/Announcers<br>(*i*) Two for Arabic Unit<br>(*ii*) Two for Iranian Unit<br>(*iii*) Two for Indonesian Unit<br>(*iv*) Two for Turkish Unit in the External Services of Radio Pakistan. | 45 | 7 | ... | ... | 9 | Accepted | 7 months | |

APPENDIX III—*contd.*

*Details of Recruitments made by Selection by the Pakistan Public Service Commission during the year* 1951—contd.

| Sl. No. | Name of the post(s) | Total No. of applications received | No. of candidates interviewed | | | No. of candidates recommended | Whether recommendations accepted or not by Government | Time taken in rectt. | Remarks |
|---|---|---|---|---|---|---|---|---|---|
| | | | KAR | LAH | DAC | | | | |
| 1 | 2 | 3 | 4 | | | 5 | 6 | 7 | 8 |
| 29 | Stores Officer, Survey of Pakistan. | 13 | 8 | 1 | 1 | 1 | Accepted | 4 months | |
| 30 | Asstt. Supdt. Archaeological Department, Pakistan. | 13 | 1 | 1 | 6 | 1 | Accepted | 4 months | |
| 31 | Electrical and Mechanical Engineer at Mekharwal (Punjab) in the Organisation of Coal Commissioner. | 3 | ... | 1 | ... | ... | Accepted | 2 months | No suitable candidate was available. The Commission recommended that the Departmental candidate, who was not sufficiently qualified, be allowed to continue in the post temporarily for another year. |
| 32 | Three Programme Executives, Radio Pakistan. | 44 | 19 | 11 | 7 | 4 | Accepted | 4 months | One more temporary post was filled on the basis of this recruitment. |
| 33 | (*a*) One Chief Research Officer,<br>(*b*) Three Chief Statistical Officers,<br>(*c*) Six Research Officers,<br>(*d*) One Statistical Officer, Ministry of Economic Affairs. | 29 | 16 | 1 | 5 | 10 | ... | 9 months | No suitable candidate could be recommended for appointment to the post of Statistical Officer. The information regarding the acceptance of the Commission's recommendation is still awaited. The Ministry took more than 3 months time for approval and return of the draft advertisement. |
| 34 | Asstt. Refugee Commissioner, Ministry of Refugees and Rahabilitation. | 34 | 15 | 1 | ... | 1 | Accepted | 4 months | |
| 35 | Deputy Works Manager (Mechanical) for Pakistan Mint. | 6 | 1 | 4 | ... | 1 | Accepted | 8 months | The recruitment could not be finalized earlier as the character rolls of the candidates were received in about two months after the interviews have been completed. |
| 36 | Deputy Director of Regulations & Information, Ministry of Defence. | 13 | 3 | 4 | ... | 1 | Accepted | 4 months | |
| 37 | Jailor, Grade I, Karachi District Prison. | 54 | 14 | 2 | 3 | 1 | Accepted | 4 months | |
| 38 | Senior Lecturer in Mathematics for the Central Govt. College for Women. | 3 | 2 | ... | ... | 1 | ... | 9 months | Information regarding the acceptance of the Commission's recommendation is still awaited. One of the candidates was in India. She was requested to inform the Commission of her willingness to be considered for this post. No reply was received. The Commission after waiting for *four* months recommended another candidate for appointment. |
| 39 | Deputy Supdt. of Police, Karachi. | 38 | 17 | 3 | 1 | 1 | Accepted | 4 months | |

APPENDIX III—*contd.*

*Details of Recruitments made by Selection by the Pakistan Public Service Commission during the year* 1951—contd.

| Sl. No. | Name of the post(s) | Total No. of applications received | No. of candidates interviewed | | | No. of candidates recommended | Whether recommendations accepted or not by Government | Time taken in rectt. | Remarks |
|---|---|---|---|---|---|---|---|---|---|
| | | | KAR | LAH | DAC | | | | |
| 1 | 2 | 3 | 4 | | | 5 | 6 | 7 | 8 |
| 40 | District Cooperative Officer in the Office of the Registrar of Cooperative Societies. | 7 | 6 | ... | ... | 1 | Accepted | 4 months | |
| 41 | Three Asstt. Signal Engineers, Railways. | 10 | 1 | 5 | 1 | 1 | ... | 4 months | The information regarding acceptance of the Commission's recommendation is still awaited. |
| 42 | Two District/Divisional Signal Engineers in the Signal Engineering Department of the Pakistan Railway Service of Engineers. | 2 | ... | ... | ... | 2 | Accepted | 3 months | The posts were advertised in U. K. only. One of the recommended candidates did not join. |
| 43 | Two District/Divisional Electrical Engineers in the Electrical Engineering Department of the Pakistan Railway Service of Engineers. | ... | ... | ... | ... | ... | ... | ... | The posts were advertised in U. K. only. Only one candidate applied but was considered suitable. The Commission recommended that in view of the dearth of candidates, the Railway Division may consider the desirability of re-advertising the posts on higher rates of remuneration. |
| 44 | Mechanical Cultivation Officer, Baluchistan. | 3 | ... | ... | ... | ... | ... | 4 months | No candidate found suitable even for interview. |
| 45 | Three Press Attaches Grade II, One each for Ankara, Washington and Geneva. | 71 | 22 | 14 | 14 | 4 | Accepted | 5 months | The Commission recommended two alternative names for one of the posts. |
| 46 | Two Asstt. Electrical Engineers, Railways. | 21 | 6 | 7 | 6 | 3 | ... | 6 months | The number of posts was increased to three after the recommendations of the Commission had been communicated. The Commission recommended the third candidate also. Information regarding acceptance of the recommendations is still awaited. |
| 47 | Asstt. Manager, Litho Printing, Survey of Pakistan. | 4 | 1 | ... | ... | 1 | Accepted | 3 months | |
| 48 | Grain Technologist, Military Food Laboratory. | 2 | ... | 2 | ... | ... | ... | 6 months | The standard of the candidates was much below the qualifications demanded. No candidate was, therefore, recommended for appointment. |
| 49 | Junior Scientific Officer for the Establishment of the Inspectorate of Electronics and Instruments. | 3 | 2 | ... | ... | 1 | Accepted | 4 months | |
| 50 | Three Research Officers under the Ministry of Economic Affairs. | 18 | 10 | 2 | 4 | 6 | Accepted | 4 months | The number of posts was later on raised to seven by the Ministry. The Commission, however, could recommend only six candidates. |

APPENDIX III—*contd.*

*Details of Recruitments made by Selection by the Pakistan Public Service Commission during the year* 1951—contd.

| Sl. No. | Name of the post(s) | Total No. of applications received | No. of candidates interviewed | | | No. of candidates recommended | Whether recommendations accepted or not by Government | Time taken in rectt. | Remarks |
|---|---|---|---|---|---|---|---|---|---|
| | | | KAR | LAH | DAC | | | | |
| 1 | 2 | 3 | 4 | | | 5 | 6 | 7 | 8 |
| 51 | Entomologist in the Baluchistan Agriculture Department. | 3 | ... | ... | ... | ... | ... | ... | Recruitment not yet completed. |
| 52 | Architect for the Pakistan Public Works Department. | ... | ... | ... | ... | ... | ... | ... | The response to Commission's advertisement was nil. The Commission suggested that the post be re-advertised allowing a higher initial salary in the scale in a suitable case. Ministry's reaction still awaited. |
| 53 | Two Civil Surgeons in Baluchistan. | 16 | 7 | 3 | 3 | 1 | Accepted | ... | Recommendation of a second name for the second post is still under consideration of the Commission. |
| 54 | Executive Engineer in the Works Organisation of Civil Aviation Department. | 4 | 2 | ... | ... | 1 | Accepted | 4 months | |
| 55 | Two Translators/Announcers in the Burmese Unit of External Services Department of Radio Pakistan. | 21 | 4 | ... | ... | 2 | Accepted | 4 months | The posts were also advertised in Burma. |
| 56 | Two Mining Inspectors, Department of Mineral Concessions. | 4 | 2 | ... | ... | 2 | Accepted | 5 months | |
| 57 | Superintendent for Exploration, Archaeological Department. | 7 | 3 | 2 | 1 | 1 | ... | 2 months | Due to the urgency of the recruitment the candidate at Dacca was got interviewed by the Provincial P. S. C. on behalf of this Commission. Information regarding acceptance of the Commission's recommendation is still awaited. |
| 58 | Assistant Incharge, Solicitor's Branch, Ministry of Law. | 12 | 9 | 1 | 1 | 1 | Accepted | 4 months | The post was offered to Commission's nominee but since he did not respond to the offer it was cancelled. |
| 59 | District / Divisional Medical Officers, for Pakistan Railways. | 19 | 1 | 5 | 11 | 2 | ... | 8 months | The response to the advertisement was not very encouraging. At the suggestion of the Ministry 11 more candidates from East Bengal who applied late were considered. Out of the two candidates recommended only one was considered really suitable by the Commission. The other did not possess the stature for such an important post and it was suggested to the Ministry that he might be tried after training abroad. Information regarding acceptance of the Commission's recommendation is still awaited. |

APPENDIX III—*contd.*

*Details of Recruitments made by Selection by the Pakistan Public Service Commission during the year* 1951—contd.

| Sl. No. | Name of the post(s) | Total No. of applications received | No. of candidates interviewed | | | No. of candidates recommended | Whether recommendations accepted or not by Government | Time taken in rectt. | Remarks |
|---|---|---|---|---|---|---|---|---|---|
| | | | KAR | LAH | DAC | | | | |
| 1 | 2 | 3 | 4 | | | 5 | 6 | 7 | 8 |
| 60 | Assistant Director, Department of Advertising, Films and Publications. | 16 | 10 | 3 | 1 | 1 | ... | 7 months | The candidates were also given a written test before the interviews. Information regarding acceptance of the Commission's recommendation is still awaited. |
| 61 | Inspectress of Girls Schools for the Federal Area of Karachi. | 17 | 15 | ... | ... | 1 | Accepted | 4 months | |
| 62 | Junior Lecturer for the Central Govt. College for Women, Karachi. | 3 | 2 | ... | ... | 1 | Accepted | 3 months | |
| 63 | Chief Mining Engineer for Salt Mines, Khewra. | 6 | 2 | 1 | 1 | 1 | ... | 8 months | Post also advertised in U. K. Information regarding the acceptance of the Commission's recommendations is still awaited. A late application in U. K. is also under consideration. |
| 64 | Statistical Assistant in the Education Division. | 4 | 3 | ... | 1 | 1 | ... | 6 months | Information regarding acceptance of the Commission's recommendation is still awaited. |
| 65 | Senior Lecturers in Physics and Arabic for the Central Govt. College for Women, Karachi. | 6 | 4 | ... | ... | 1 | ... | 4 months | No candidate was found suitable for appointment to any of the posts. A candidate was, however, recommended for appointment as junior Lecturer in Arabic if a post was available. |
| 66 | Education Officer (Physical Education under the Education Division) | 10 | 5 | 1 | 1 | 1 | ... | 6 months | Information regarding the acceptance of the Commission's recommendation is still awaited. |
| 67 | Deputy Registrar of Trade Marks for the Branch Trade Marks Registry, Chittagong. | 7 | ... | ... | 5 | 1 | Not accepted. | 5 months | Ministry did not accept the recommendations of the Commission as their nominee did not fulfill the advertised qualifications. On request from the Ministry the Commission agreed that the post be re-advertised. |
| 68 | Deputy Director (Civil Engg.) for the Central Engg. Authority. | 6 | 3 | 1 | ... | ... | ... | 4 months | No candidate was found suitable for appointment to the post. |
| 69 | (*a*) One Wool Research Officer, (*b*) Two Wool Testing Asstts., and (*c*) Sixteen Wool Grading Inspectors under the Wool Grading Scheme. | 48 | 36 | 7 | 2 | 15 | Partly accepted. | 5 months | Commission did not find any one suitably qualified for the post of Wool Research Officer. They forwarded particulars of three officers, received from Education Division, who had received or were receiving training abroad in Wool Technology and suggested that any one of them may be appointed to the post. For the 16 posts of Wool Grading Inspectors Commission were able to recommend only 13 candidates and in their opinion they also required a course of training before they were able to perform their duties. |

APPENDIX III—*contd.*

*Details of Recruitments made by Selection by the Pakistan Public Service Commission during the year* 1951—contd.

| Sl. No. | Name of the post(s) | Total No. of applications received | No. of candidates interviewed | | | No. of candidates recommended | Whether recommendations accepted or not by Government | Time taken in rectt. | Remarks |
|---|---|---|---|---|---|---|---|---|---|
| | | | KAR | LAH | DAC | | | | |
| 1 | 2 | 3 | 4 | | | 5 | 6 | 7 | 8 |
| 70 | Deputy Educational Adviser (Technical) under the Education Division. | 1 | ... | ... | ... | ... | ... | ... | Post also advertised in U. K. None found suitable. On suggestion from the Ministry the Commission agreed that they have no objection to their making arrangements through U. N. Technical Assistance Resident Representative in Pakistan. |
| 71 | Senior Translator in the Constituent Assembly of Pakistan. | 18 | 11 | 1 | ... | 2 | Accepted | 4 months | The selection was made on the basis of a written test. One of the candidates was given the test at Ankara from where he had applied. |
| 72 | Additional Controller of Hotels and Lodging Houses, Karachi. | 2 | ... | ... | ... | ... | ... | ... | Recruitment cancelled under instructions from the Home Division. Application fees of candidates who applied in response to the advertisement had to be refunded. Notification regarding the cancellation of the recruitment was issued before the expiry of the last date for the receipt of applications. |
| 73 | Assistant Secretary to the Foreign Trade Development Council. | 17 | 11 | 1 | 2 | 1 | ... | 6 months | Information regarding acceptance of Commission's recommendation is still awaited. |
| 74 | Nine Appraisers for the Karachi Custom House. | 284 | 153 | 27 | 24 | 9 | ... | 7 months | do. |
| 75 | Inspector of Explosives, Explosives Department, Ministry of Industries. | 11 | 2 | 3 | 4 | 1 | Accepted | 5 months | |
| 76 | Two Deputy Section Officers, Bureau of Laboratories. | 2 | ... | ... | ... | ... | ... | ... | The question of enhancing the pay scales of the posts is under consideration of the Ministry. Posts to be re-advertised. |
| 77 | Asstt. Director, Regulation and Information in the Civil Aviation Department. | 12 | 7 | ... | 4 | 1 | ... | 5 months | Information regarding acceptance of Commission's recommendation is still awaited. |
| 78 | Librarian in the Agriculture Division. | ... | ... | ... | ... | ... | ... | ... | No application was received. Post re-advertised. |
| 79 | (*a*) One News Editor, and<br>(*b*) Three Asstts. News Editors in Radio Pakistan. | 44 | 16 | ... | 13 | 4 | ... | 7 months | The candidates were given a written test also. The response was poor and the Commission recommended that the post of News Editor be kept in abeyance as none of the candidates was considered suitable. It was also recommended that one more Asstt. News Editor be appointed. Information regarding acceptance of recommendations still awaited. |

APPENDIX III—*contd.*

*Details of Recruitments made by Selection by the Pakistan Public Service Commission during the year* 1951—contd.

| Sl. No. | Name of the post(s) | Total No. of applications received | No. of candidates interviewed | | | No. of candidates recommended | Whether recommendations accepted or not by Government | Time taken in rectt. | Remarks |
|---|---|---|---|---|---|---|---|---|---|
| | | | KAR | LAH | DAC | | | | |
| 1 | 2 | 3 | 4 | | | 5 | 6 | 7 | 8 |
| 80 | Manager for the Eastern Bengal Railways Flotilla. | 5 | ... | ... | 1 | 2 | Accepted | 6 months | The post was also advertised in U. K. Two applications were also received from Burma. |
| 81 | Accounts Officer, Tariff Commission. | 4 | 1 | ... | 1 | ... | ... | 3 months | No candidate was found suitable for appointment to the post. |
| 82 | (*a*) Director and Ex-Officio Deputy Fisheries Development Adviser to the Government.<br>(*b*) Marketing Officer,<br>(*c*) Marine Production Officer, and<br>(*d*) Survey and Statistics Officer for the Central Fisheries Deptt. | 13 | 7 | 1 | 1 | 3 | ... | 6 months | Recruitment for the post of Director and Ex-Officio Deputy Fisheries Adviser has not yet been finalized. |
| 83 | Accountant under the Commerce Div. | 1 | ... | 1 | 1 | 1 | Accepted | 4 months | |
| 84 | Deputy Director General (Supply), Deptt. of Supply and Development. | 20 | 9 | 1 | 4 | 4 | ... | 5 months | The post was also advertised in U.K. and U.S.A. Commission recommended three candidates having technical qualifications and one having non-technical qualifications and left it for the Ministry to decide as to which of them be appointed. Information regarding acceptance of Commission's recommendations is still awaited. |
| 85 | Four Asstt. Drillers under the Central Engineering Authority. | 7 | 2 | 4 | ... | 3 | ... | 4 months | The Commission forwarded three candidates who did not adequately satisfy the conditions prescribed, and suggested that persons possessing a Degree or Diploma in Mechanical Engg. be recruited and trained for this work. Information regarding the acceptance of the Commission's recommendation is still awaited. |
| 86 | Appraiser (Machinery Expert) Ministry of Finance (Revenue Division). | 4 | 3 | 1 | ... | 1 | ... | 3 months | Information regarding acceptance of Commission's recommendation is still awaited. |
| 87 | One Deputy Economic Adviser, Ministry of Economic Affairs. | 2 | ... | ... | ... | ... | ... | ... | No candidate was found suitable even for interview. |
| 88 | Three English Reporters, Tariff Commission. | 22 | 16 | 1 | 2 | 3 | Accepted | 4 months | The candidates were also given a written test. |

APPENDIX III—*contd.*

*Details of Recruitments made by Selection by the Pakistan Public Service Commission during the year* 1951—contd.

| Sl. No. | Name of the post(s) | Total No. of applications received | No. of candidates interviewed | | | No. of candidates recommended | Whether recommendations accepted or not by Government | Time taken in rectt. | Remarks |
|---|---|---|---|---|---|---|---|---|---|
| | | | KAR | LAH | DAC | | | | |
| 1 | 2 | 3 | 4 | | | 5 | 6 | 7 | 8 |
| 89 | (*a*) Senior Manager (*b*) Manager (*c*) Administrative Officer and (*d*) Two Engineers-in-Charge for the Woolen Mills at Bannu and Harnai. | 12 | 4 | 3 | 1 | ... | ... | 7 months | The response to the Commission's advertisement was poor. Commission suggested that the services of at least two persons with extensive experience in the line be obtained from abroad and understudies be appointed from among scholars who have received training abroad. Ministry's views on this suggestion are still awaited. |
| 90 | (*a*) 3 Deputy Custodians and (*b*) 10 Asstt. Custodians, Ministry of Refugees and Rehabilitation. | 147 | 83 | 20 | 7 | 20 | Accepted | 6 months | |
| 91 | Director of Cooperation/Joint Registrar, Cooperative Societies, Karachi. | 5 | 3 | ... | 1 | 1 | ... | 5 months | Information regarding acceptance of Commission's recommendation is still awaited. |
| 92 | Forest Entomologist for the Forest Research Institute. | 4 | ... | 3 | ... | 1 | ... | 4 months | do. |
| 93 | Interpretor in the Embassy of Pakistan in Peking. | 3 | 3 | ... | ... | ... | ... | ... | Recruitment withdrawn by the Ministry as it was decided to recruit an interpretor locally. |
| 94 | Technical Assistants (*a*) Two for Power Branch, (*b*) Two for Civil Engineering Branch (*c*) One for Electrical Branch and (*d*) One for Navigation Branch, under the Central Engg. Authority. | 16 | 7 | 1 | 3 | 3 | ... | 4 months | On the whole the quality of the candidates was poor and the Commission could recommend only 3 candidates—two for Civil Engg. Branch and one for Power or Electrical Branch. Information regarding the acceptance of the Commission's recommendation is still awaited. |
| 95 | Eighteen posts in the General Administrative Reserve of Officers (Special Wing). | 327 | 104 | 58 | 84 | 21 | ... | 8 months | Information regarding the acceptance of Commission's recommendations is still awaited. |
| 96 | Deputy Supdt., Jinnah Central Hospital, Karachi. | 7 | 3 | 2 | 1 | 1 | ... | 5 months | Information regarding acceptance of Commission's recommendation is still awaited. |
| 97 | Executive Engineer (Electrical and Mechanical) for the Military Farms in Pakistan. | 3 | 1 | ... | 1 | ... | ... | 4 months | No candidate was found suitable for appointment to the post. |
| 98 | Art Designer in the Deptt. of Advertising, Films and Publications. | 11 | 6 | 4 | ... | 1 | ... | 5 months | Information regarding acceptance of Commission's recommendation is still awaited. |
| 99 | Six Posts (three for male and 3 for female) Asstt. Surgeons for the Baluchistan Civil Medical Deptt. | ... | ... | ... | ... | ... | ... | ... | There was no response to the Commission's advertisement. The Ministry were informed accordingly. |

## APPENDIX III—*contd.*

*Details of Recruitments made by Selection by the Pakistan Public Service Commission during the year* 1951—contd.

| Sl. No. | Name of the post(s) | Total No. of applications received | No. of candidates interviewed | | | No. of candidates recommended | Whether recommendations accepted or not by Government | Time taken in rectt. | Remarks |
|---|---|---|---|---|---|---|---|---|---|
| | | | KAR | LAH | DAC | | | | |
| 1 | 2 | 3 | 4 | | | 5 | 6 | 7 | 8 |
| 100 | (*a*) Senior Instructor and (*b*) Instructor for the Pakistan Forest College, Upper Topa. | 10 | 2 | 6 | 1 | 1 | ... | 5 months | Information regarding the acceptance of Commission's recommendation is still awaited. |
| 101 | Deputy Director, Power Branch, Central Engg. Authority. | 3 | 1 | 2 | ... | ... | ... | 3 months | No candidate was found suitable for appointment to the post. |
| 102 | (*a*) Ten Economic Investigators and (*b*) two Statistical Investigators under the Ministry of Economic Affairs. | 47 | 15 | 12 | 9 | 12 | ... | 5 months | Information regarding the acceptance of the Commission's recommendations still awaited. |
| 103 | Architect and Consulting Adviser to the Govt. of Pakistan. | 3 | 1 | ... | ... | 1 | ... | 6 months | do. |
| 104 | Controller of Insurance for Pakistan. | 6<br>3(France)<br>1(U.S.A.)<br>1(Egypt) | 1 | ... | ... | 1 | ... | ... | None of the six Pakistani canditates was considered suitable even for interview. The post was also advertised in France, U.K., U.S.A. and Canada, etc. |
| 105 | Ten Asstt. Supdts. of Police for the Police Service of Pakistan. | 79 | 4 | ... | 12 | 8 | ... | 6 months | |
| 106 | Demonstrators (*a*) 8 in Anatomy, (*b*) 2 in Pathology (*c*) 3 in Pharmacology, and (*d*) 6 in Physiology for the Dow Medical College and Civil Hospital, Karachi. | 27 | 12 | 11 | 1 | 14 | ... | 5 months | Information regarding the acceptance of Commission's recommendations is still awaited. |
| 107 | (*a*) Resident Surgeon (on general duty), (*b*) Ear, Nose and Throat Surgeon and (*c*) Dermatologist for a Hospital under the Government of Pakistan. | 9 | 5 | 3 | ... | 5 | ... | 6 months | For (*a*) Commission recommended 3 candidates allowing the Ministry to appoint any of them. |
| 108 | Mechanical Engineer for the Pakistan Forest Research Institute. | 1 | ... | ... | ... | ... | ... | ... | There was very poor responce. None of the candidates were considered suitable even for interview. The post was re-advertised under instructions from the Ministry. |
| 109 | Two Plant Pathologists in the Commonwealth Mycological Institute. | 1 | ... | ... | ... | ... | ... | ... | Appointment was not to be made under the Govt. of Pakistan. |
| 110 | Auditor in the office of the Registrar Cooperative Societies. | 7 | 6 | ... | 1 | 1 | ... | 3 months | Information regarding the acceptance of Commission's recommendation awaited. |
| 111 | Asstt. Foreman for the R.P.A.F. | 11 | 1 | 4 | ... | 1 | ... | 5 months | do. |
| 112 | Mint Master, Pakistan Mint, Lahore. | 11 | 1 | 4 | 1 | 1 | ... | 5 months | do. |

APPENDIX III—*contd.*

*Details of Recruitments made by Selection by the Pakistan Public Service Commission during the year* 1951—contd.

| Sl. No. | Name of the post(s) | Total No. of applications received | No. of candidates interviewed KAR | LAH | DAC | No. of candidates recommended | Whether recommendations accepted or not by Government | Time taken in rectt. | Remarks |
|---|---|---|---|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | | | 5 | 6 | 7 | 8 |
| 113 | Information Officers in the Press Information Deptt. | 62 | 23 | 10 | 17 | ... | ... | ... | The candidates were also given a written test. Recruitment not yet finalised. |
| 114 | (*a*) Soil Scientists (*b*) Asstt. Agricultural Engineer and (*c*) Asstt. Forest Officer for the Central Soil Conservation Organisation. | 13 | 1 | 6 | 1 | 1 | ... | 4 months | Information regarding the acceptance of Commission's recommendation is still awaited. One candidate being interviewed in U.S.A. |
| 115 | Asstt. Secretary, Cotton Board under the Commerce Div. | 2 | 1 | ... | 1 | ... | ... | 3 months | None found suitable. The Commission suggested advertisement or borrowing a Class II man from the Marketing Organisation of Centre or Agriculture and Marketing Organisation of Province. |
| 116 | Four Asstt. Divisionnal Engineers (Telegraphs). | 21 | 4 | 12 | 5 | ... | ... | ... | Recommendations are being communicated. |
| 117 | Anaesthetist of a Hospital in Karachi. | 2 | ... | 1 | 1 | 1 | ... | 3 months | Information regarding the acceptance of Commission's recommendation is still awaited. |
| 118 | Librarian under the Ministry of States and Frontier Regions. | 7 | 4 | 3 | ... | 1 | ... | 3 months | do. |
| 119 | Asstt. Director of Health Services in Baluchistan. | 2 | ... | ... | ... | ... | ... | 2 months | Neither of the candidates was considered suitable even for interview. |
| 120 | (*a*) 3 Asstt. Directors (Engg.), (*b*) 1 Asstt. Director (Specifications), (*c*) One Asstt. Director (Paper and Stationery), (*d*) 3 Asstt. Directors (Textiles), (*e*) 8 Assitt. Directors, Supplies. (*f*) One Asstt. Iron and Steel Controller, (*g*) One Asstt. Director, Planning and Publicity, (*h*) 2 Asstt. Directors, Test House, and (*i*) 5 Field Officers in the Deptt. of Supply and Development. | 252 | 88 | 59 | 26 | ... | ... | ... | Recruitment still in hand. |
| 121 | Three District/Divisional Mechanical Engineers. | 2 5(U.K.) | 1 | ... | ... | ... | ... | ... | Posts also advertised in U.K. None found suitable. |
| 122 | Two Special Officers, Agriculture Development). | 12 | 6 | 1 | ... | 1 | ... | 3 months | ... |

APPENDIX III—*contd.*

*Details of Recruitments made by Selection by the Pakistan Public Service Commission during the year* 1951—contd.

| Sl. No. | Name of the post(s) | Total No. of applications received | No. of candidates interviewed | | | No. of candidates recommended | Whether recommendations accepted or not by Government | Time taken in rectt. | Remarks |
|---|---|---|---|---|---|---|---|---|---|
| | | | KAR | LAH | DAC | | | | |
| 1 | 2 | 3 | 4 | | | 5 | 6 | 7 | 8 |
| 123 | Forest Chemist, Pakistan Forest College & Research Institute. | 9 | 2 | 2 | 1 | 1 | ... | 4 months | Information regarding the acceptance of the Commission's recommendation is still awaited. |
| 124 | Mechanical Cultivation Officer, Baluchistan. | 6 | ... | ... | ... | ... | ... | ... | None found suitable even for interview. |
| 125 | Asstt. Education Officer (General) under the Education Division. | 9 | 3 | ... | 6 | 1 | ... | 4 months | Information regarding the acceptance of Commission's recommendations is still awaited. |
| 126 | Five Senior Masters for the King George's Royal Pakistan Military College, Jhelum. | 19 | 5 | 3 | 1 | ... | ... | 5 months | None found suitable. |
| 127 | 2 Sub-Editors (One for English Journal and one for Urdu Journal) "Agriculture Pakistan" issued by the Agriculture Division. | 5 | 4 | ... | ... | 2 | ... | 4 months | Information regarding the acceptance of Commission's recommendations is still awaited. |

# APPENDIX IV

*Details of Selections made by the Pakistan Public Service Commission for the Award of Scholarships during the year* 1951

| Sl. No. | Name of the post(s) | Total No. of applications received | No. of candidates interviewed | | | No. of candidates recommended | Whether recommendations accepted or not by Government | Time taken in rectt. | Remarks |
|---|---|---|---|---|---|---|---|---|---|
| | | | KAR | LAH | DAC | | | | |
| 1 | 2 | 3 | 4 | | | 5 | 6 | 7 | 8 |
| 1 | Scholarship offered by the Burmah Oil Co. Ltd., to a Pakistani candidate for study at the Punjab University. | 6 | 1 | 1 | 2 | ... | ... | 3 months | At the suggestion of Dr. Niaz Ahmad, Head of the Department of Chemical Technology, Punjab University, it was decided that as the work is to be carried out in his (Dr. Niaz) laboratory he should be allowed to revise the subject and then the scholarship be re-advertised. |
| 2 | Scholarship awarded by the Colorado School of Mines, U.S.A. | 14 | 3 | ... | 4 | 3 | ... | ½ month | As there was very short time at the disposal of the Commission the two candidates who were at Quetta could not be interviewed. The opinion of the Director of Geological Survey regarding their suitability for the scholarship was, however, obtained. The final selection was to be made by the authorities of the Colorado School of Mines out of the panel of three names recommended by the Commission. Final resul not yet known. |
| 3 | 25 Training Awards offered to Pakistan Nationals under the Commonwealth Technical Assistance Programme in U.K. by National Coal Board. | 54 | 21 | 14 | 8 | 16 | ..., | ... | The awards were advertised by the Education Division. Final selection was made by the Commission. The result of recommendations is still awaited. |
| 4 | Award of Central State Scholarship, 1951. | 14 | 4 | 3 | ... | ... | ... | ... | Selection has not yet finalised. |
| 5 | Award of Scholarships :— (*i*) Royal Commission for the Exhibition of 1851, London and (*ii*) Rutherford Scholarship to be awarded by the Royal Society, London. | 14 | ... | 6 | 7 | 5 | ... | 2 months | The final selection of two candidates for training is to be made by the Royal Commission for the Exhibition 1851, London. |
| 6 | Scholarships/Fellowships which are likely to be available under the Technical Assistance Programme of U.N., Commonwealth and U.S.A. | 926 | ... | ... | ... | ... | ... | ... | The Scholarships were advertised by the Ministry of Industries and the applications were forwarded to the Commission for making selection. |

## APPENDIX V

*Statement of some Recruitment cases—Number of applications received, time taken by the Commission for completion of the Recruitments and time taken by the Ministry for offering the posts to the Commission's nominees.*

| Sl. No. | Posts | No. of applications received | Date of receipt of requisition. | Date of finalisation of Rectt. | Date of offer of appointment. | Time taken for completion of Rectt. | Time taken by Ministry for appointment | Reason for delay in Commission's office. | Remarks |
|---|---|---|---|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| | | | | | | Months. | Months. | | |
| 1. | (a) 3 Trade Commissioners (b) 5 Deputy Trade Commissioners (c) 1 Deputy Director for the Pakistan Mission Abroad. | 326 | July, '50 | February, '51 | Oct. '51 | 7 | 8 | The interviews were held twice at Lahore and Karachi Centres. | |
| 2. | Headmasters and Headmistresses for the Central Government High Schools, Karachi. | 87 | April, '50 | September '50 | July, '51 | 5 | 10 | ... | ... |
| 3. | 3 Civilian Gazetted Officers (Accounts Officers) Ministry of Defence. | 69 | June, '50 | November '51 | May, '51 | 5 | 6 | ... | |
| 4. | Civil Defence Organisation posts. | 124 | ... | August, '51 | January, '51 | 4 | 5 | ... | The advertisement was issued by the Miny. Applications were received in April, '50. |
| 5. | Posts in Jinnah Central Hospital. | 62 | August, '50 | January, '51 | June, '51 | 5 | 5 | ... | |
| 6. | 10 Assistant Geologists. | 57 | August, '50 | August '51 | | 12 | ... | The Ministry took about three months time in returning the advt., sent to them for approval The last date for the receipt of application was extended by a month on instructions from the Ministry. Candidates were also given a written test. | The intimation regarding appointment of Commission's nominees has not yet been received. |
| 7. | 3 Information Officers and 1 Assistant Information Officer, Press Information Deptt ... | 62 | October, '50 | February, '51 | August, '51 | 4 | 6 | ... | ... |
| 8. | 8 Assistant Managers (Tech) and 5 Assistant Managers (Ordinary Grade) Deptt. of Manpower & Employment. | 140 | December, '50 | May, '51 | ... | 5 | ... | ... | Selected candidates have not yet been offered the posts. (One year has passed since the result was communicated to the Ministry). |
| 9. | Deputy Consevartor of Forest, Baluchistan Forest Department. | 7 | February, '51 | April, '51 | July, '51 | 2 | 3 | ... | ... |
| 10. | Press Attaches, Grade I .. | 71 | April, '51 | Sept. '51 | December, '51 | 5 | 3 | ... | ... |
| 11. | Assistant Director General, Health (Public Health). | 5 | Novermber, '50 | April, '51 | ... | 5 | ... | ... | About a year has passed since the result was communicated to the Ministry. |

## APPENDIX VI

*List of selection cases where the Pakistan Public Service Commission were not able to recommend suitable candidates*

1. Stores Officer in the Survey of Pakistan.
2. Assistant Engineers (E & M), M.E.S.
3. Chief Engineer for Karachi Joint Water Board.
4. Editor, Pakistan Trade Journal.
5. Publicity Officer for the N. W. R.
6. Silviculturist, Pakitan Forest Research Institute, Upper Topa, Muree Hills.
7. Education Officer (Technical) under the Education Division.
8. Assistant Inspector, Grade I, in the Inspectorate of Armaments.
9. (a) One Chief Research Officer and (b) One Research Officer in the Ministry of Law and Labour (Labour Division).
10. Assistant Information Officer under the Information and Broadcasting Division.
11. Two posts of Tutors (One in Aero-Engines and other in Aero-Dynamics) under the Ministry of Defence.
12. Deputy Controller of Patents and Designs, Government of Pakistan.
13. Librarian, Central Secretariat Library.
14. Scholarship for higher studies in Library Administration under the Central Overseas Training Scheme.
15. Editor ' Ahang ', Radio Pakistan.
16. Two Assistant Architects for the Pakistan Public Works Department.
17. Senior Lecturers in Chemistry and Physics for the Central Government College for Women, Karachi.
18. Director of Textile (Purchase and Distribution) under the Ministry of Industries.
19. (a) Health Publicity Officer and (b) Assistant Publicity Officer under the Ministry of Health and Works.
20. Lecturer in French in the University of the Punjab.
21. Assistant Education Officer in the Education Division.
22. Senior Lecturer in Philosophy for the Central Government College for Women, Karachi.
23. Two Medical Officers for Coal Mines, Labour Welfare Commission's Office, Labour Division.
24. Senior Lecturer in Arabic for the Central Government College for Women, Karachi.
25. Senior Lecturer in Mathematics for the Central Government College for Women, Karachi.
26. Senior Lecturer in Economics for the Central Government College for Women, Karachi.
27. Principal, Airways Training Centre, under the Civil Aviation Department.
28. District/Divisional Electrical Engineer for the Pakistan Railways.
29. Chief Accounts Officer for the Central Excise Collectorate, Chittagong.
30. Signal Engineer for the Pakistan Railways.
31. Two Sub-Editors for ' Agriculture-Pakistan ' (one for English Journal and the other for Urdu Journal) under the Agriculture Division.
32. Director of Advertising, Films and Publications, Government of Pakistan.
33. Assistant Director (Socio-Economic) and Senior Research Officer in the Central Fisheries Department.
34. Two Deputy Section Officers, Bureau of Laboratories.
35. Electrical and Mechanical Engineer in the Archaeological Department.
36. Statistical Officer, Ministry of Economic Affairs.
37. Mechanical Cultivation Officer, Baluchistan.
38. Architect for the Pakistan Public Works Department.
39. Senior Lecturers in Physics and Arabic for the Central Government College for Women, Karachi.
40. Deputy Economic Adviser to the Government of Pakistan.
41. Executive Engineer for the Pakistan Military Farms.
42. Six (three male and three female) posts of Assistant Surgeon for the Baluchistan Civil Medical Department.
43. Deputy Director, Power Branch, Central Engineering Authority.
44. Mechanical Engineer for the Pakistan Forest Research Institute, Abbotabad.
45. Assistant Secretary, Cotton Board under the Commerce Division.
46. Assistant Director of Health Services in Baluchistan.

## APPENDIX VII

*nent showing particulars regarding the number of candidates who appeared and qualified at the Examinations and Test held during the years* 1950 *and* 1951.

| Name of Examination | No. of vacancies | No. of candidates applied | No. of candidates appeared | No. of candidates qualified | No. of candidates appointed |
|---|---|---|---|---|---|
| 2 | 3 | 4 | 5 | 6. | 7 |
| Central Superior Services Examination, 1950 ... | 85 | 772 | 634 | 128 | 86 |
| Central Superior Services Examination, 1951 ... | 63 | 532 | 417 | 68 | ... |
| Engineering Services Examination, 1950 ... | 30 | 65 | 24 | 11 | 11 |
| Ministerial Services (Assistants) Examination, 1950. | ... | 750 | 75 | 181 | ... |
| Ministerial Services (Clerks) Examination, 1950. | ... | 617 | 457 | 181 | ... |
| Ministerial Services (Stenographers) Examination, 1950. | ... | 624 | 503 | 96 | ... |
| Ministerial Services (Stenotypists) Examination, 1950. | ... | 360 | 295 | 40 | ... |
| Ministerial Services (Assistants/U. D. Cs.) Examination, 1951. | ... | 882 | 707 | 229 | ... |
| Ministerial Services (Lower Division Clerks) Examination, 1951. | ... | 1315 | 1184 | 255 | ... |
| Typewriting Tests and Proficiency Tests for Stenographers, Stenotypists and Typists held in 1950. | ... | 3163 | 2505 | 1225 | ... |
| Typewriting Tests and Proficiency Tests for Stenographers, Stenotypists and Typists held in 1951. | ... | 3227 | 2453 | 972 | ... |

## APPENDIX VIII

*Summary of the report submitted to Government regarding the Examination for Award of Central Overseas Scholarships for* 1950-51

The Government of Pakistan announced an Overseas Training Scheme for awarding Scholar-ships to suitable Pakistani Nationals for advanced study/training abroad.

Out of the 57 Scholarships awarded under this Scheme in 45 different subjects for the year 1950-51, seven Scholarships were reserved for women. Six Scholarships in General Science were also advertised by the Commission, which were to be awarded only if suitable candidates for the 57 Scholarships mentioned above were not found. There were no applications for 5 Scholarships in (1) Meteorology, (2) Mechanical Engineering (Hydel) (Sub-Station and Switch Yard, Lay-out design construction and operation), (3) Physical Training, (4) Analysis of Organic Substances and (5) Statistics.

The number of candidates who applied for these Scholarships was 223, 203 candidates were admitted to the examination. The rest were rejected because they were not qualified or were otherwise ineligible.

The Commission were anxious that all possible care should be taken to assess the efficiency of the candidates and their capacity to benefit from advanced training, before public money was spent on their training abroad. The Commission, therefore, tried to invite opinions of as many experts as possible on the merit of each candidate. In order to achieve this end, a written test was made compulsory for every candidate.

All candidates were expected to appear in " English Essay " because the medium of instruction in U. K. and U. S. A. where the candidates will receive training is English. A Scholar, to benefit from such instruction and training should have good knowledge of the language. The candidates were not required to write essays on academic and literary subjects, but were expected to answer questions set to test their knowledge of the language and their power of understanding and expression. Similarly a test was set in " General Knowledge ", emphasis was not laid on subjects and topics of academic interest, but questions were set to find out whether the candidates had sufficient knowledge and background to understand and assimilate training in a foreign country.

Besides English Essay and General Knowledge, the candidates were also required to sit for written test in the subject of the Scholarship for which they had applied. The task of setting of question papers for most of the technical subjects, was by no means an easy one. Expert opinion was invited on the matter and it was agreed that no papers should be set for " Radio Programmes ", " Journalism ", " Commercial Art", " Film Cameraman", " Domestic Science ", and " Printing and Allied Trades ", because our Universities and other institutions did not provide instruction or had no clear cut and uniform syllabus or course of training in these subjects. It was decided that candidates in other subjects should be required to sit for a written test, consisting of two papers, which should be designed so as to show their aptitude for the subject which they desire to take up abroad, and to indicate that they have the necessary capacity and foundation for it.

133 candidates appeared at the written test. The written test was held from the 15th to 18th February, 1951, at Lahore, Dacca and Karachi simultaneously.

Besides the written test, all candidates were required to appear for a *Viva Voce* Test. Necessary care was taken for constituting the *Viva Voce* Board. The Commission were assisted by the Departmental Experts for each subject. In addition to the Departmental Experts, the Commission also invited " Independent Advisers" for most of the Scholarships. These in many cases were, ladies and gentlemen of high intellectual calibre and mature experience in public life or public service. Begum Liaquat Ali Khan, Begum Shaista Ikramullah and Mr. Hingorani (Chairman of the Sind Public Service Commission) Dr. S. D. Muzaffar, Mr. Hatim Alvi, and teachers from the Universities of the Punjab and Dacca were among those who were invited as Independent Advisers.

The main points which were kept in view by the Commission for assessing the merit of a candidate in the written and *Viva Voce* Test, were, whether a candidate had enough capacity and experience :—

(*a*) to benefit from the advanced training Overseas, and

(*b*) to *utilize* the knowledge and training *suitably* and *effectively* in the discharge of his duties of the post to which he may be appointed on his return from abroad.

For example, according to Mr. Mohsin Ali, Chairman, Central Engineering Authority, an efficient Engineer should be expected :—

(1) to write a concise, comprehensive and logical report on electrical projects and Schemes,

(2) to marshal the arguments for and against certain lines of action to be adopted or avoided,

(3) to deal with financial aspects of such schemes or proposals which he is required to put up, and

(4) to put his view across to the administrative and financial authorities concerned.

" If he is unable to do this, no matter how sound an Engineer may be, he will be more or less a failure as an Engineer and not be able to rise above a certain level in the profession. This capability must be fully tested before Government is asked to invest a lot of money in his training abroad. If he fails in this, he will make a good subordinate, a calculator, a draughtsman, etc., but not an Engineer who must possess qualities of leadership ".

In short the Commission set out to select suitable potential material.

*Viva Voce* Tests were held at Dacca, Lahore and Karachi on the 15th and 16th March, 24th to 26th March and 6th to 9th April, 1951, respectively.

Taking into consideration the reports of the Examiners for the written test and also the performance of the candidates in the *Viva Voce* Test, the Commission were forced to come to the conclusion that the material was generally of *a very poor quality*. It has, therefore, not been possible for them to recommend any candidates for a number of Scholarships. Even the candidates who *have* been recommended are, with a few exceptions, not of a very high calibre, and it is doubtful whether many of them will be able to derive full benefit from the advanced training abroad or attain the stature of leaders in their line on return. The Commission have recommended those who were the best available, bearing in mind the instructions of Government with regard to the Provincial quota, as for as possible.

ne Commission consider, however, that there are persons of higher intellectual calibre and mature ex-ce, who did not apply for these Scholarships, because they had already obtained suitable employment ere not spared on account of the exigencies of service. The Commission are of the opinion that in all s, such persons should not be put at a disadvantage as compared to the youngmen and women who are o have been selected for the Overseas Scholarships. These Scholars, after their return from abroad claim salaries and status, and even seniority over the officers who could not be sent abroad, not because they ı any respect intellectually and by training inferior to the Scholars, but because they were already suitably p or their services were required at home. This might create, quite a formidable problem and it will be ble to give it due consideration well in advance. It may be that the Organizations of Government are manned nd more by men of initial low intellectual stature, but who have the veneer of " Training Abroad ".

ı the end, the Commission observe, that after all is said about the deficiencies in our youngmen and women, or performance of the candidates in the examination under review, and in other competitive examinations y the Pakistan Public Service Commission, is an indication of low educational standards of our Univer-nd Colleges. Teachers of sufficient merit are not available. Proper facilities for laboratory and practical do not exist for our youngmen and women to develop their faculties of assimilation and initiative. In to raise the standard of efficiency of our youngmen and women, the educational institutions will have to ovided with better qualified staff, and better equipment and libraries.

he Commission are anxious to know what contribution our Scholars have been able to make on their return training abroad. It will be important to make an objective estimate of this, because training abroad is sive and it must be determined whether on return the Scholars have been able to make adequate contribution field of their study.

# APPENDIX IX

*Statement showing appointments made without advertisement through the P.P.S.C. during the year,* 1950

| Sl. No. | Name of the post for which proposed | If already appointed by Government date of appointment | Date of reference to the Commission | No. of appointments | Advice sent by the Commission |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 1 | Superior Service of the Military Accounts Department. | 8-1-49 | 3-1-50 | 1 | Case still under consideration. |
| 2 | Extra Assistant Conservator of Forests in Baluchistan. | 1-12-48 | 6-1-50 | 1 | Commission advised that the post should be advertised. This was accepted by the Government and the post was advertised. |
| 3 | Income Tax Officer, Class II ... | ... | ... | ... | The Commission did not approve of the appointment and advised that the post should be advertised. The proposal was withdrawn. |
| 4 | Divisional Assistant Signal Engineer. | 4-2-49 | 10-1-50 | 1 | Commission approved of the appointments. |
| 5 | Deputy Controller of Military Accounts. | 3-2-48<br>29-9-47<br>25-9-47 | ... | 3 | Commission approved of the appointments. |
| 6 | Forest Botanist in the Pakistan Forest Research Institute. | ... | ... | 1 | Commission agreed to the appointment. |
| 7 | Assistant Directors, Department of Supply & Development. | 24-11-48<br>10-12-48<br>10-1-49<br>1-3-49<br>7-3-49<br>9-3-49<br>11-7-49<br>25-7-49<br>8-10-49<br>10-11-49 | 1-1-50 | 10 | Commission enquired about the duties which the Assistant Directors in question were required to perform. This information has not been received inspite of reminders. |
| 8 | Trade Officer in Gilgit ... ... | ... | 25-1-52 | 1 | Commission agreed to the appointment but the officer was not released by the Ministry of Finance. |
| 9 | Meteorologist in the Pakistan Meteorological Department. | 28-9-49 | 20-1-50 | 1 | Commission approved of the appointment. |
| 10 | Superintendent of Police, Pakistan Police Service. | 13-11-47 | 24-1-50 | 1 | Proposal withdrawn. |
| 11 | Labour Welfare Officer in the Central Excise Department. | 15-8-47 | 30-1-52 | 1 | Commission approved of the appointment till such time as Commission's nominee is available. |
| 12 | Nautical Surveyor, Commerce Division. | ... | 11-2-50 | 1 | Commission approved of the appointment. |
| 13 | Assistant Research Officer, Department of Films and Publication. | 10-12-48 | 30-1-50 | 1 | Commission approved of the appointment. |
| 14 | Assistant Director, Middle East ... | 19-8-47 | 23-2-50 | 1 | Commission approved of the appointment for a period of 5 years on contract basis. |
| 15 | Temporary Engineer, Pakistan Railways. | ... | ... | 1 | Commission approved of the appointment. |
| 16 | Trade Director, Pakistan High Commission, U.K. | ... | 28-2-50 | 1 | Commission approved of the appointment. |
| 17 | Deputy Director (Power Branch) in the Central Engineering Authority. | ... | 3-3-50 | 1 | Commission approved of the appointment. |
| 18 | Appointment as Specialists from abroad in the Jinnah Central Hospital. | ... | 20-2-50 | 9 | Commission agreed to the proposed appointment of specialists from abroad. |
| 19 | Research Investigator in the Agriculture Division. | ... | 14-2-50 | 1 | Commission approved of the appointment. |
| 20 | Communication Engineer, Civil Aviation Department. | 8-10-49 | 20-3-50 | 1 | Commission approved of the appointment. |
| 21 | Bochemist, J. C. H. (Health Div.) | ... | ... | ... | ...... |
| 22 | Assistant Accounts Officer in the Railway Accounts Department. | 6-10-48 | 27-3-50 | 1 | Commission did not approve of the appointment on a permanent basis and advised that the post should be advertised. |
| 23 | Accountant-Member, Income Tax Appellate Tribunal. | ... | 17-4-50 | 1 | Commission approved of the appointment on a contract for a period of 3 years. |

APPENDIX IX—*contd.*

*ement showing appointments made without advertisement through the P.P.S.C. during the year,* 1950—contd.

| . | Name of the post for which proposed | If already appointed by Government date of appointment | Date of reference to the Commission | No. of appointments | Advice sent by the Commission |
|---|---|---|---|---|---|
| | 2 | 3 | 4 | 5 | 6 |
| 4 | Translator in the Ministry of F. A. & C. R. | ... | 11-4-50 | 1 | Commission while agreeing with the proposal suggested that the candidate should be interviewed by a responsible officer. |
| 5 | Deputy Education Inspector, Karachi. | 11-3-49 | 19-4-50 | 1 | Commission approved of the appointment. |
| 6 | Chief Inspector & Deputy Director in the Agriculture Division. | ... | 20-4-50 | 8 | Commission advised that the officers should be confirmed in Class II service. |
| 7 | Superintendent of Insurance, Commerce Division. | ... | 12-4-50 | 1 | Commission approved of the appointment for a period of one year. |
| 8 | Forest Utilization Officer, Pakistan Forest Research Institute. | ... | 29-4-50 | 1 | Commission approved of the appointment. |
| 9 | Assistant Station Engineer, Radio Pakistan. | ... | 2-5-50 | 1 | Commission approved of the appointment. |
| 0 | Assistant News Editors, Radio Pakistan. | ... | 25-4-50 | 11 | Commission did not approve of the appointments of three officers as News Editors and one officer as Assistant News Editor. |
| | Deputy Secretary, Ministry of Refugees and Rehabilitation. | 25-9-47 | 27-5-50 | 1 | Commission accorded *ex-post-facto* approval. |
| | Inspecting Officer, Sales Tax ... | 20-12-48 | 26-5-50 | 1 | Commission approved of the appointment upto 31-3-51. |
| | Assistant Director, Council of Scientific and Industrial Research. | ... | 5-6-50 | 1 | Commission approved of the appointment. |
| | Assistant Collectors of Customs, Revenue Division. | ... | 19-6-50 | 2 | Commission approved of the appointments for a period of 3 years on contract basis. |
| | Assistant Electrical Engineer in the E. B. Railway. | 29-3-49 | 14-6-50 | 1 | Commission approved of the appointment. |
| | Investigators in the Ministry of Economic Affairs. | 8-6-49<br>2-8-45 | 20-6-50 | 2 | Commission approved of the Appointments. |
| | Chief Accounts and Audit Officer, Pakistan High Commission, U.K. | 13-2-48<br>14-2-49<br>9-10-47 | 10-6-50 | 3 | Commission accorded *ex-post-facto* approval. |
| | Superintendent Executive in the Office of the Chief Audit and Accounts Officer to the H. C. for Pakistan in U.K. | 10-8-49 | 17-6-50 | 1 | Commission approved of the appointment under reg. 4 (b). |
| 9 | Special Judge, Ministry of Law ... | 18-10-48 | 17-6-50 | 1 | Commission accorded *ex-post-facto* approval. |
| 0 | Assistant Statistical Officer, Department of Resettlement and Employment. | ... | 21-6-50 | 1 | Commission approved of the appointment. |
| 1 | Wool Research Officer, Department of Co-operation and Marketing. | ... | 19-6-50 | 1 | Commission approved of the appointment. |
| 2 | Engineer and Ship Surveyor, Merchantile Marine Department. | 10-5-50 | 22-6-50 | 1 | Commission approved of the appointment under regulation 4 (b). |
| 3 | Dy. Director General Medical Services. | 19-1-48 | 16-6-50 | 1 | Commission approved of the appointment. |
| 4 | Superintendent, Jinnah Central Hospital. | 6-6-49 | 19-6-50 | 1 | Commission approved of the appointment. |
| 5 | Mining Inspector in the Department of Mineral Concessions. | 27-6-49 | 6-6-50 | 2 | Commission approved of the appointments pending rectt. through the Commission. |
| 6 | Assistant Director in the Department of Supply and Development. | 22-1-49 | 24-6-50 | 1 | Commission did not approve of the appointment and advised that the post should be advertised. |
| | Assistant Director in the Supply and Development Department. | 2-2-50 | 4-7-50 | 1 | Commission agreed to the proposal. |
| | Field Officer, Development Wing, Ministry of Industries. | 13-12-49 | 4-7-50 | 1 | Commission approved of the appointment. |

APPENDIX IX—*contd.*

*Statement showing appointments made without advertisement through the P.P.S.C. during the year,* 1950—contd.

| Sl. No. | Name of the post for which proposed | If already appointed by Government date of appointment | Date of reference to the Commission | No. of appointments | Advice sent by the Commission |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 49 | Dy. Assistant Controller, Military Accounts. | 28-4-49 | 5-7-50 | 2 | Commission approved of the appointments. |
| 50 | Research Officer in the I. & B. Division. | ... | 5-7-50 | 1 | Commission did not approve of the appointment and advised that the post should be advertised. |
| 51 | Senior Inspecting Officer, Sales Tax Department Dacca. | 8-11-48 | 5-7-50 | 1 | Commission accorded *ex-post-facto* approval from 8-11-48 to 30-9-50. |
| 52 | Financial Adviser to the H. C. for Pak. in U. K. | 27-2-50 | 10-7-50 | 1 | Commission approved of the appointment for a period of two years. |
| 53 | Dy. and Assistant Superintendent Jinnah Central Hospital. | 6-6-49 | 10-7-50 | 2 | Commission did not agree to grant *ex-post-facto* approval to the appointments. The posts have since been advertised. ment. |
| 54 | Inspecting Officer, Sales Tax.<br>Appellate Officer, Sales Tax<br>Appellate Officer, Sales Tax.<br>Income Tax Officer. | 23-10-48<br>24-1-49<br>12-1-49<br>9-3-49 | 10-12-49 | 4 | Commission approved of the appointments. |
| 55 | Assistant Audit Officer ... ... | 28-6-49 | 12-7-50 | 1 | Appointment approved for a period of one year. |
| 56 | Economic Investigator, Law Division | 7-10-48 | 2-8-50 | 1 | Commission approved of the appointment. |
| 57 | Educational Attache, U.K. & U.S.A. | 21-11-47<br>24-10-47 | 5-8-50 | 2 | It was decided by the Ministry to declare the posts of Educational Attaches as tenure posts. As such rectt. to the post was to be made through the Selection Board from amongst officers of Provincial Governments. |
| 58 | Assistant Director Department of Films, Advertising and Publications. | 20-8-48 | 20-8-50 | 1 | Commission approved of the appointment. |
| 59 | Assistant Director, Mineral Concession, Ministry of Industries. | 12-7-49 | 24-7-50 | 1 | Commission approved of the appointment. |
| 60 | Officiating Editor, 'Pakistan' in the I. & B. Division. | 4-6-49 | 19-7-50 | 1 | Commission did not approve of the appointment and advised that the post should be advertised. |
| 61 | Assistant Director (Disposals), Ministry of Industries. | 1-1-49 | 12-8-50 | 1 | Case still under consideration. |
| 62 | District Magistrate, Karachi ... | 16-9-49 | 21-8-50 | 1 | Commission agreed to the proposal. |
| 63 | Research Officer, Ministry of Economic Affairs. | ... | 17-8-50 | 1 | Commission approved of the appointment till a regular selection was made through the Commission. |
| 64 | Director and Joint Director of Procurement and Enforcement in Food Division. | ... | 24-8-50 | 2 | Case still under consideration. |
| 65 | Temporary Telecommunication Engineer. | 1-9-50 | 12-8-50 | 1 | Commission approved of the appointment. |
| 66 | Deputy Director, Government Test House, Ministry of Industries. | 20-4-50 | 16-8-50 | 1 | Commission did not approve of the appointment and advised to advertise the post. |
| 67 | Officer on Special Duty, Revenue Division. | ... | 26-8-50 | 1 | Commission approved of the appointment. |
| 68 | Seaman's Welfare Officers for ports in United Kingdom in the Labour Division. | 19-3-48<br>14-4-49<br>11-8-49 | 31-8-50 | 3 | Commission approved of the appointments till such time as the Commission's nominees were available. |
| 69 | Officer on Special Duty, Adult Education Centres in East Pakistan. | 23-9-49 | 24-8-50 | 1 | Commission approved of the appointment upto October 1951. |
| 70 | Superintendent of Police ... ... | 8-5-48 | 12-9-50 | 1 | Commission approved of the appointment for a period of one year *w.e.f.* 10-8-50. |
| 71 | Assistant Director of Public Instructions, N.W.F.P. | 29-4-49 | 12-9-50 | 1 | Commission approved of the appointment till such time as the Commission's nominee is available. |

APPENDIX IX—*contd.*

*Statement showing appointments made without advertisement through the P.P.S.C. during the year, 1950*—contd.

| Sl. No. | Name of the post for which proposed | If already appointed by Government date of appointment | Date of reference to the Commission | No. of appointments. | Advice sent by the Commission |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 72 | Medical Officer-in-Charge of Dispensary attached to the Jinnah Central Hospital. | 28-2-49 | 12-9-50 | 1 | Commission approved of the appointment till such time as the Commission's nominee is available. |
| 73 | Assistant Director, Movement and Quartering (Refugees). | 13-9-48<br>24-10-48<br>1-4-49<br>20-8-49<br>30-10-48 | 14-9-50 | 5 | Commission agreed to the continuance of one officer as Assistant Director for another year and to appointment of another as Assistant Director from 1-4-49 to 10-11-50. Others were not considered fit for retention and it was advised that the posts should be advertised. |
| 74 | Assistant Coal Commissioner (Technical). | 15-7-47 | 16-9-50 | 1 | Commission approved of the appointment. |
| 75 | Combustion Engineer ... ... | 15-7-47 | 16-9-50 | 1 | Commission approved of the appointment. |
| 76 | Information and Assistant Information Officers. | 28-7-49<br>6-3-48<br>21-7-49<br>7-9-49 | 4-10-50 | 4 | Commission approved of the appointments till such time as Commission's nominees were available. |
| 77 | Geologist, (Class I) Geological Survey of Pakistan. | ... | 19-9-50 | 1 | Commission did not approve of the appointment and advised that the post should be advertised. |
| 78 | D. A. C. M. A. in the Military Accounts Department. | 13-10-49<br>18-10-49 | 4-10-50 | 1 | Commission approved of their re-employment upto 12-10-51. |
| 79 | Deputy Principal Information Officer, I. & B. Division. | | 1-9-50 | 1 | Commission did not agree with the proposal. It was, however, decided by the Cab. Sectt. that the post was out of the purview of the Commission and therefore no reference was necessary. |
| 80 | Joint Financial Adviser (Military Finance). | ... | 20-9-50 | 1 | Commission approved of the appointment but the officer did not accept the terms offered to him. |
| 81 | Meteorologist in the Aviation Division. | ... | 21-9-50 | 1 | Commission approved of the appointment. |
| 82 | Officer on Special Duty, Central Engineering Authority, Ministry of Industries. | ... | 29-9-50 | 1 | Commission approved of the appointment only as Superindenting Engineer. |
| 83 | Technical Assistant in the Economic Adviser's Office. | ... | 3-10-50 | 1 | Commission approved of the appointment. |
| 84 | Executive Engineer, MES, Ministry of Defence, Army Branch. | ... | 30-9-50 | 1 | Commission approved of the appointment. |
| 85 | Assistant Director in the Agriculture Division. | ... | 9-11-50 | 1 | Commission did not approve of the appointment and advised that the post should be advertised. |
| 86 | Assistant Directors, Public Relations Directorate, Ministry of Kashmir Affairs. | 3-7-48<br>13-7-48<br>1-10-48<br>27-8-48 | 4-10-50 | 4 | Commission accorded *ex-post-facto* approval. |
| 87 | Physical Directress, East Bengal | ... | 21-10-50 | 1 | Commission considered that the candidate was suitable for appointment to the post. |
| 88 | Dy. Director of Regulations and Information, Civil Aviation Department. | 17-1-50 | 21-10-50 | 1 | Commission approved of the appointment. |
| 89 | Special Liaison Officer, Ministry of Refugees and Rehabilitation. | 17-1-50 | 21-10-50 | 1 | Commission refused to accord *ex-post. facto* approval. |
| 90 | Director of Statistics ... ... | 21-6-48 | ... | 1 | Commission did not approve of the appointment and suggested that the officer be confirmed in a post of Director other than that of Director of Statistics. |
| 91 | Inspecting Officer Sales Tax and Income Tax Officer. | 7-12-49<br>5-6-50 | 30-10-50 | 2 | Commission approved of the appointments. |
| 92 | Officer on Special Duty, Ministry of Finance. | 15-11-49<br>19-11-49 | 31-11-50 | 2 | Commission approved of the appointments till the time GAR candidates are available. |

APPENDIX IX—*contd.*

*Statement showing appointments made without advertisement through the P.P.S.C. during the year,* 1950—concld.

| Sl. No. | Name of the post for which proposed | If already appointed by Government date of appointment | Date of reference to the Commission | No. of appointments | Advice sent by the Commission |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 93 | Assistant Director (Handloom), Ministry of Industries. | 23-6-48 | 9-9-50 | 1 | Commission approved of the appointment till such time as Commission's nominee is available. |
| 94 | Research Officer in the Ministry of Economic Affairs. | ... | 7-11-50 | 2 | Commission approved of the appointment of one officer as regards the other the Commission advised that he should be sent abroad on duty leave to improve his qualifications and on his return his case be referred to the Commission. |
| 95 | Executive Engineer, Government of East Bengal. | ... | ... | 1 | Commission approved of the appointment and suggested a lower scale of pay. |
| 96 | Resident Surgeon in the Jinnah Central Hospital. | 18-10-49 | 13-11-50 | 1 | Commission selected an officer for regular appointment to the post of Resident Surgeon in the Jinnah Central Hospital. |
| 97 | Private Secretary to H. M. Kashmir Affairs. | ... | ... | ... | Commission forwarded 3 names to the Cabinet Secretariat whom they considered as suitable for the post of P. S. to H. M. Kashmir Affairs. |
| 98 | Electrical and Mechanical Engineer, Khewra, Ministry of Finance, Rev. Division. | ... | ... | 1 | Commission did not approve of the appointment and suggested that post should be advertised. |
| 99 | Inspectors and Senior Inspectors in the Co-operation and Marketing Department. | 31-12-47 | 5-9-50 | 5 | Case still under consideration. Information called for from the Ministry in December 1950 has not yet been received inspite of reminders. |
| 100 | Junior Assistant Architect, East Bengal. | ... | 20-11-50 | 1 | Commission did not approve of the appointment. |
| 101 | Junior Inspector of Mines, in the Labour Division. | ... | 15-11-50 | 1 | Commission approved of the appointment. |
| 102 | Deputy Custodian, Ministry of Refugees and Rehabilitation. | ... | 28-11-50 | 1 | Commission did not approve of the appointment and suggested that the post should be advertised. |
| 103 | Deputy Director General of Health in the office of D. G. of Health. | ... | 6-12-50 | 2 | Commission approved of the appointments. |
| 104 | Cost Accounts Officer in the Tariff Commission. | ... | 18-4-51 | 1 | Commission approved of the appointment. |
| 105 | Occupational Guidance officer for Vocational and Occupational training to Jummu and Kashmir Refugees. | ... | ... | ... | Consequent upon the winding up of the scheme for the vocational and occupational Training of Jummu and Kashmir refugees, the services of the officers were terminated. Commission refused to accord *ex-post-facto* approval. |
| 106 | Appointment to class I and class II posts in the Manpower and Employment Department. | ... | 7-12-50 | 15 | Commission approved of the appointments for a period of six months only and advised that the posts should be advertised. |
| 107 | Engineer Telegraphs ... ... | 15-9-50 | 6-12-50 | 1 | Commission approved of the appointment for 3 years. |
| 108 | Superintending Geologist ... | ... | 14-12-50 | 1 | Commission considered 8 persons and recommended for appointment. |
| 109 | Assistant Economic Adviser, Research Officer. | 15-8-47<br>10-3-50 | 14-12-50 | 2 | Commission approved of the appointment of one officer as Research officer. The case of the other is still under consideration. The case was unnecessarily delayed by the Ministry for about a year. |
| 110 | Port Health Officer, Karachi ... | ... | 21-12-50 | 1 | Commission did not agree to the re-employment of the officer and advised that the candidate, who was selected by the Commission in open competition, should be appointed to the post. |
| 111 | Assistant Airport Health Officer, Karachi Airport.<br>Assistant Port Health Officer, Karachi Seaport. Port Health Officer, Chittagong Seaport. | 16-12-47<br>9-8-49<br>1-12-47<br>9-8-48 | 10-11-50 | 4 | Commission granted *ex-post-facto* approval to the appointments and advised that the post held by two officers be re-advertised. |
| 112 | Deputy Secretary in the Ministry of Refugees and Rehabilitation. | 27-12-49 | 19-12-50 | 1 | Commission approved of the appointment. |
| 113 | Superior Service Officers (Emergency Cadre). | ... | 15-11-50 | 2 | Commission agreed to their continuance in service till such time as GAR candidates become available. |
| 114 | Junior Lecturer in Geography ...<br>Junior Lecturer in Urdu ...<br>Junior Lecturer in English ...<br>Junior Lecturer in Islamiat ...<br>Junior Lecturer in Domestic Science | ... | 27-12-50 | 5 | Commission approved of the appointments except for one post for which they advised that post should be advertised. |

## APPENDIX X

*Statement showing appointments made without advertisement through the P.P.S.C. during the year,* 1951

| Sl. No. | Name of the post for which proposed | If already appointed by Government date of appointment | Date of reference to the Commission | No. of appointments | Advice sent by the Commission |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 1 | Appointment to the post of Income-Tax Officers, Class II. | 17-11-48<br>19-12-49<br>19-12-49<br>4-2-49<br>2-5-49<br>19-9-49 | 13-12-50 | 7 | Commission approved of the appointments. In the case of one officer the Commission agreed to his appointment as Income-tax Officer Class II upto the 31st March, 1952. |
| 2 | Superior Service Officer in the Military Accounts Department. | 16-2-48 | 1-1-51 | 1 | Commission approved of the continuance in service of the officer upto 15-2-52. |
| 3 | Economic Adviser, Tariff Commission. | ... | 8-1-51 | 1 | Commission suggested advertisement of the post. Requisition still awaited. |
| 4 | Appointment in the Junior Administrative Grade of the Civil Engineering Department of Pakistan Railways. | ... | 6-1-51 | 1 | Commission approved of the appointment. |
| 5 | Appointment to the non-gazetted Technical posts in the Department of Commercial Intelligence. | ... | 10-1-51 | 11 | It was advised that the Ministry should first classify the post and then make a reference to the Commission in respect of Class I and Class II posts only. |
| 6 | Deputy Secretary, Ministry of Refugees and Rehabilitation. | 10-2-49 | 12-1-51 | 1 | Commission approved of the appointment from 10-2-50 to 28-2-51. |
| 7 | Appointment as Superintendent, Central Excise and Land Customs. | 17-2-49<br>29-12-49<br>20-4-49<br>27-11-49<br>25-5-50 | 4-1-51 | 5 | The matter is still under consideration. |
| 8 | Director of Aerodromes in the Civil Aviation Department. | 1-5-50 | 8-1-51 | 1 | Commission approved of the appointment. |
| 9 | Geologists in the Geological Survey of Pakistan. | ... | 13-1-51 | 2 | The case is still under consideration. |
| 10 | Appointment in Pakistan Missions abroad. | ... | 29-1-51 | 20 | Commission approved of the appointments. |
| 11 | Assistant Inspector of Aircraft in the Civil Aviation Department. | 28-7-48 | 31-1-51 | 1 | Commission approved of the appointment. |
| 12 | Appointment as Research Investigator and Statistical Assistant in the Agriculture Division. | 21-6-49<br>12-3-48 | 27-1-51 | 2 | The Commission did not approve of the appointments and advised that the posts should be advertised. |
| 13 | Appointment as Deputy Custodian of Evacuee Property, Peshawar. | 18-12-50 | 8-2-51 | 1 | Commission approved of the appointment. |
| 14 | Appointment as Honorary Special Magistrate, Karachi. | 1-8-49 | 7-2-51 | 1 | Commission granted *ex-post facto* approval to the appointment from 1-8-49 to 31-3-51. |
| 15 | Deputy Assistant Controller of Military Accounts Department. | 28-2-49 | 10-2-51 | 1 | Commission approved of the appointment. |
| 16 | Income Tax Officer ... ... | 1-4-51 | 7-2-51 | 1 | Commission approved of the appointment till such time as a suitable candidate is available from the General Administrative Reserve (Special Wing). |
| 17 | Shipping and Assistant Shipping Master. | 22-7-49<br>20-8-49 | 10-2-51 | 2 | Appointments were approved. |
| 18 | Deputy Central Intelligence Officer, Lahore. | ... | 15-2-51 | 1 | Commission agreed to the proposed appointment. The officer was, however, not available for appointment and proposal was dropped. |
| 19 | Superintendents of Central Excise and Mines Managers in Salt Mines. | ... | 20-2-51 | 1 | Commission approved of the appointment till such time as the Commission's nominee is available. |
| 20 | Assistant Director General of Health in the Office of the Director General of Health. | 23-2-50 | 26-2-51 | 1 | Commission approved of the appointment till such time as the Commission's nominee is available. |
| 21 | Appointment to gazetted posts in the Sales Tax Department (Central). | 1-4-48 | 6-3-51 | 24 | Commission agreed to the appointment of the 24 officers in the Central Sales Tax Department upto the 31st March '52. |
| 22 | Mining Inspector in the Department of Mineral Concession. | 16-11-50 | 9-3-51 | 1 | Commission did not approve of the appointment and advised that the post should be advertised. |

APPENDIX X—*contd.*

*Statement showing appointments made without advertisement through the P.P.S.C. during the year,* 1951—contd.

| Sl. No. | Name of the post for which proposed | If already appointed by Government date of appointment | Date of reference to the Commission | No. of appointments | Advice sent by the Commission |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 23 | Honorary Technical Adviser, Ministry of Economic Affairs. | 1-3-50 | 14-3-51 | 1 | Commission approved of the appointment. |
| 24 | River Surveyors in the Central Engineering Authority. | 9-1-50<br>23-3-50 | 17-3-51 | 2 | Commission approved of the appointments. |
| 25 | Administrative Officer in the Tariff Commission. | ... | ... | 1 | The appointment was approved but the candidate refused to join ; the question of filling the post is still under consideration. |
| 26 | Fisheries and Gear Technologist in the Central Fisheries Department. | 1-1-51 | 16-3-51 | 1 | Commission approved of the appointment. |
| 27 | Assistant Executive Engineer, P. P. W.D. | ... | 23-3-51 | 1 | Commission concurred in the proposal but advised the Ministry to examine the Character Roll of the candidate before offering him the post. The appointment was not approved by the Hon'ble Minister as the Character Roll was not satisfactory. |
| 28 | Officer on Special Duty in the Tariff Commission. | ... | 30-3-51 | 1 | Commission approved of the appointment till such time as the Administrative Officer joins. |
| 29 | Director for the scheme of Botanical Survey of Medicinal Herbs and Plants. | 20-4-51 | 30-3-51 | 1 | Commission agreed to the proposal. |
| 30 | Art Designer, Department of Advertising Films and Publication. | 4-2-51 | 29-3-51 | 1 | Commission did not approve of the appointment and suggested that the post should be advertised. |
| 31 | Temporary Investigator in the Central Statistical Office, Ministry of Economic Affairs. | 29-10-48 | 30-3-51 | 1 | Commission agreed to the continuance of the officer in the post till such time as the post was re-advertised and Commission's nominee was available. |
| 32 | Deputy Controller, Military Accounts. | 28-4-49 | 3-4-51 | 1 | Commission agreed to his appointment till such time as General Administrative Reserve officers become available. |
| 33 | Appraiser, Custom House, Karachi | ... | 4-4-51 | 1 | Commission did not agree to the proposal. |
| 34 | Inspecting Officer, Sales Tax ... | 21-12-48 | 31-3-51 | 1 | Commission agreed to the appointment under regulation 4(b). |
| 35 | Deputy Financial Adviser, Communications Division, Ministry of Finance. | 28-3-51 | 27-3-51 | 1 | Commission agreed to the appointment under regulation 4(b). |
| 36 | Accounts Officer, Director General of Health. | 21-12-49 | 24-4-51 | 1 | Commission agreed to the appointment under regulation 4 (b). |
| 37 | Specialist Instructors, Manpower and Employment, Ministry of Labour. | 16-5-50 | 21-4-51 | 2 | Commission, under Regulation 4(b), approved of the appointment. |
| 38 | Sr. Instructor, Forest College, Upper Topa, Murree Hills. | ... | ... | 1 | The post has since been advertised through the Commission. |
| 39 | Flying Inspectors (pilot, Navigation) in the Civil Aviation Department. | 8-12-50<br>24-3-50 | 17-5-51 | 2 | Commission agreed to the proposal under regulation 4 (b). |
| 40 | Superintendent of Police, Karachi | 13-12-48 | 17-4-51 | 1 | Commission approved of the appointment under regulation 4 (b), till such time as Commission's nominee is available. |
| 41 | District Co-operative Officer, Agriculture Division. | 21-8-50 | 14-6-51 | 1 | The post was subsequently advertised and Commission's nominee appointed. |
| 42 | Officer i/c, Accounts and Stores, Directorate of Health Services, Ministry of Kashmir Affairs. | 18-8-49 to<br>1-3-51 | ... | ... | The matter was dropped. The post was non-gazetted and pay and allowances were being paid by the Azad Kashmir Govt. |
| 43 | Director of Publicity ; Director of Advertising and Films ; and Director of Advertising Films and Publications, Department of Information and Broadcasting. | 15-8-47 | 3-5-51 | 1 | Commission granted *ex-post-facto* approval. |

APPENDIX X—*contd.*

*ent showing appointments made without advertisement through the P.P.S.C. during the year,* 1951—contd.

| Name of the post for which proposed | If already appointed by Government date of appointment | Date of reference to the Commission | No. of appointments | Advice sent by the Commission |
|---|---|---|---|---|
| 2 | 3 | 4 | 5 | 6 |
| Additional Civil Surgeon, Karachi | ... | 22-5-51 | 1 | Commission approved of the appointment. |
| Deputy Agricultural Development Commissioner, Agriculture Division. | 15-8-47<br>15-1-51 | 15-5-51 | 1 | Commission granted *ex-post-facto* approval but pointed out that the case should have been referred to the Commission for regularisation much earlier. |
| Special Officer (Agriculture Development), Agriculture Division. | 3-3-50<br>8-3-50 | 1-5-51 | 2 | Commission approved of the appointment but pointed out unnecessary delay of more than a year had been made in referring the case to the Commission. |
| Officer on Special Duty, Constituent Assembly of Pakistan. | 17-10-50 | 23-5-51 | 1 | Commission approved of the appointment. |
| Officer on Special Duty in the Ministry of Defence. | 1-1-51 | 23-5-51 | 1 | Commission approved of the appointment for a period of one year with effect from 1-1-51. |
| Assistant Audit Officer ... ... | 1-7-50 | 28-5-51 | 1 | Commission approved of the appointment. |
| Forest Entomologist in the Agriculture Division. | 1-7-50 | 29-5-51 | 1 | Commission did not approve of the appointment and advised that the post should be advertised. |
| Temporary Officers for permanent employment in the Pakistan Railways. | ... | 8-6-51 | 3 | Commission have asked for the views of the General Manager on the work of the officers before examining the case further. |
| Director, Civil Service Academy, Lahore. | ... | 14-6-51 | 1 | Commission approved of the appointment. |
| Chief Census Officer, Federal Capital Area. | 29-8-50 | 5-6-51 | 1 | Case still under consideration. |
| Appointment to Class I and II posts in the Pakistan Animal Husbandry Research Institute. | 27-1-47<br>11-1-50<br>1-3-49<br>4-1-49<br>4-1-49<br>27-1-49 | 2-6-51 | 7 | Commission only approved the appointments of two officers and advised to advertise the remaining posts. Requisition has not so far been received from the Ministry. |
| Superintendent Exploration, Department of Archaeology. | 7-8-50 | 8-6-51 | 1 | Commission approved of the appointment till such time as Commission's nominee is available. |
| Inspector of Explosives ... ... | 7-10-48 | 8-6-51 | 1 | Commission approved of the appointment. |
| Permit Officer, Pakistan Permit Office, Bombay. | 8-7-50 | 13-6-51 | 1 | Commission approved of the appointment upto 30-12-51. |
| Assistant Information Officers, Press Information Department. | ... | 5-6-51 | 2 | Commission approved of the appointment till such time as Commission's nominee is available. Regarding another appointment the Commission have asked for further clarification. |
| Assistant Audit Officer, N. W. Railway. | ... | 15-6-51 | 1 | Commission approved the appointment under regulation 4 (b). |
| Communication Engineer, Civil Aviation Department. | ... | ... | 1 | ... |
| Security Officer, Joint Cypher Bureau | 24-5-48 | 15-6-51 | 1 | Commission approved of the appointment, and accorded *ex-post-facto* approval. |
| Deputy Assistant Controller, Military Accounts. | 3-2-48<br>3-1-48<br>1-6-48 | 12-6-51 | 3 | Commission approved of the appointments and agreed to their continuance in service till such time as General Administrative Reserve candidates become available. |
| Assistant Director, External Services and Monitoring Department. | 3-8-49 | 12-6-51 | 1 | Commission approved of the appointment under regulation 4 (b). |
| News Editor and Assistant News Editor. | 20-1-50 | 29-5-51 | 4 | Commission approved of the appointments, till such time as Commission's nominees are available. |
| [illegible] res Officer, Civil Aviation Department. | 10-8-48 | 27-6-51 | 1 | Commission approved of the appointment. |

APPENDIX X—*contd.*

*Statement showing appointments made without advertisement through the P.P.S.C. during the year,* 1951—contd.

| Sl. No. | Name of the post for which proposed | If already appointed by Government date of appointment | Date of reference to the Commission | No. of appointment | Advice sent by the Commission |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 66. | Appointment in Pakistan Audit and Accounts Dept | ... | 2-7-51 | 3 | Commission agreed to the continuance of the officers in their posts for a further period of 6 months. |
| 67. | Deputy Custodians and Assistant Custodians. | | 28-6-51 | 10 | Commission did not approve of the appointments. The posts were advertised. |
| 68. | Estate Manager, Pakistan Animal Husbandry Research Institute, Comilla. | ... | 5-7-51 | 1 | The matter is sill under consideration. |
| 69. | Assistant Refugee Commissioners and Welfare Officers, Ministry of Refugees and Rehabilitation. | ... | 28-7-51 | 15 | Commission did not agree to the continuance of the officers in the posts and advised that all available posts of Assistant Refugee Commissioners and Welfare Officers should be advertised. No final decision arrived at yet. |
| 70. | Language Teacher and Translator, Ministry of Foreign Affairs and Commonwealth Relations. | ... | 28-7-51 | 1 | Commission approved of the appointment, under regulation 4 (b) upto 29-2-52. |
| 71. | Deputy Section Officer, Bureau of Laboratories. | 5-4-50 | 28-7-51 | 1 | The matter is still under consideration. |
| 72. | Administrative Officer Central Fisheries Deptt. | 1-10-51 | 13-11-51 | 1 | Commission approved of the appointment. |
| 73. | Appointment to the post of Executive Engineer (Class I) in the Civil Aviation Department. | 1-11-49 | 29-8-51 | 1 | Commission approved of the appointment. |
| 74. | Superintendent of Police, Special Police Establishment. | 11-8-51 | 7-8-51 | 1 | Commission agreed to continued appointment for a futher period of one year upto 10-8-52 |
| 75. | Statistical Investigators, Economic Investigators. | 20-7-50 | 6-8-51 | 2 | Commission advised the Ministry to make their own arrangements till such time as Commission's nominees are available. |
| 76. | Deputy Assistant Controllers Military Accounts Department. | 24-4-44<br>3-3-54 | 13-8-51 | 2 | Commission approved of the appointments. |
| 77. | Chief Auditor in the Pakistan High Commission, London. | — | 15-8-51 | 1 | Commission agreed to the continued re-employment upto 31-12-51. |
| 78. | Assistant Director, Department of Advertising Films & Publications. | — | — | 1 | Commission agreed to the continuance till the commission's nominee is available. |
| 79. | Statistical Assistant in the Agriculture Division. | 2-6-47 | 11-8-51 | 1 | The matter is still under consideration. |
| 80. | Liasion Officer, New Delhi and Jullunder. | — | 10-8-51 | 2 | The Commission approved the appointment of one officer as regards another, the case is still under consideration. |
| 81. | Assistant Educational Adviser (General). | — | 18-8-51 | 1 | Commission approved of the appointment. |
| 82. | Assistant Locust Entomologist in the Plant Protection Department. | 22-9-49 | 27-8-51 | 1 | Commission approved of the appointment under regulation 4 (b) for a period not exceeding 3 years. |
| 83. | Officer-in-Charge, Chalna Anchorage. | 30-8-50 | 30-8-51 | 1 | Commission approved of the appointment. |
| 84. | Controller of Insurance ... ... | 26-6-50 | 8-9-51 | 1 | Commission approved of the appointment for a period of 6 months. The post has now been advertised. |
| 85. | Assistant Plant Pathologist Department of Plant Protection. | 1-5-51 | 14-9-51 | 1 | Commission did not approve of the appointment and suggested that the post should be advertised. No requisition has so far been received. |
| 86. | Superintendent of Police, Special Police Establishment. | 1-10-51 | 19-9-51 | 1 | Commission did not agree to the proposal and suggested that the post should be advertised and the officer may take chance along with other candidates. |
| 87. | Additional Deputy Judge Advocate General. | 18-8-50 | 17-9-51 | 1 | Commission agreed to the appointment for a period of 3 years. |

APPENDIX X—*contd.*

*Statement showing appointments made without advertisement through the P.P.S.C. during the year,* 1951—contd.

| Sl. No. | Name of the post for which proposed | If already appointed by Government date of appointment | Date of reference to the Commission | No. of appointment. | Advice sent by the Commission |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 88. | Civil Surgeon, Baluchistan. | — | 1-10-51 | 1 | Commission approved of the appointment. |
| 89. | Statistical Investigator, Ministry of Economic Affairs. | — | 1-10-51 | 1 | Commission agreed to the re-employment. |
| 90. | Assistant Research Officer, (Parasitology) Pakistan Animal Research Institute. | — | 3-10-51 | 1 | Commission have asked for further particulars of the candidate which have not so far been received. |
| 91. | News Editor Radio Pakistan ... | — | 20-11-51 | 1 | Commission approved of the appointment. |
| 92. | Assistant Manager, Government Press. | 24-1-51 | 11-10-51 | 1 | Commission advised that the post should be advertised. |
| 93. | Refugee Commissioner, Karachi ... | — | — | – | Services of the officer were terminated and the matter was therefore dropped. |
| 94. | Geologist, Geological Survey of Pakistan. | — | 16-10-51 | 1 | Commission approved of the appointment for a period of 5 years. |
| 95. | Trade Commissioner under the Commerce Division. | — | 6-10-51 | 1 | Commission approved of the appointment. |
| 96. | Examiners in the office of the Controller of Patents and Design. | 1-5-49<br>3-4-50<br>15-6-50<br>3-4-51 | 16-10-51 | 4 | Commission only appr oved one appointment and advised advertisement for the remaining posts. |
| 97 | Under Secretary, Ministry of States and Frontirer Regions. | — | 29-10-51 | 1 | Commission approved the appointment till such time as a suitable officer from a recognised source is available. |
| 98 | Senior Lecturer in Physics. Government College for Women. | — | 26-10-51 | 1 | Commission agreed to the continued appointment till such time as a suitable officer becomes available. |
| 99 | Law Lecturer, Civil Service Academy, Lahore. | | 31-10-51 | 1 | Commission advised that efforts should be made to get another suitable person. |
| 100 | Mining Engineer, in the office of the Coal Commissioner. | 8-12-50 | 7-11-51 | 1 | Commission approved the appointment. |
| 101 | Mine Manager, Coal Commissioner organisation. | 7-11-51 | 7-11-51 | 1 | Commission approved of the appointment. |
| 102 | Assistant Architect, Pskistan P. W. D. | | 8-11-51 | 1 | Commission, on reconsideration, approved the appointment. |
| 103 | Superior Service Officers, (Emergency Cadre) in the Military Accounts Department. | | 12-11-51 | 2 | Commission agreed to the proposal. |
| 104 | Business Manager Department of Advertising Films and Publications. | 1-4-50 | 10-11-51 | 1 | Commission accorded *ex-post-facto* approval from 1-4-50 to 18-8-51. |
| 105 | Assistant Officer, in the Transportation (Traffic) Department. | 7-12-50 | 14-11-51 | 1 | Commission approved the appointment for a period of one year. |
| 106 | Assistant Research Officer, Department of Advertising Films and Publications. | | 12-11-51 | 1 | Case still under consideration. |
| 107 | Accounts Officer, Chalna Port ... | | | 1 | Case is still under consideration. |
| 108 | Technical Secretary in the Department of Scientific and Industrial Research. | | 24-11-51 | 1 | Commission approved the appointment. |
| 109 | Assistant Refugee Commissioner and Welfare Officer. | | 27-11-51 | 8 | Commission avdised that the posts be advertised. |
| 110 | Assistant Mine Manager, Salt Range Div. Khewra. | | 24-11-51 | 1 | Commission agreed to the appointment |
| 111 | Deputy Agricultural Development Commissioner. | | 3-12-51 | 1 | Commission did not agree to the proposal and advised that the post should be advertised. |
| 112 | Civilian Education Officer ... | | 4-12-51 | 1 | Still under consideration. |
| 113 | Deputy Secretary to the Government of Pakistan. | | 20-12-51 | 1 | Commission agreed to the proposal. |
| 114 | Soil Conservation Adviser, Central Soil Conservation Organisation. | | | 1 | Commission agreed to the proposal. |

# APPENDIX XI.

*Statement showing cases of promotions referred to the P.P.S.C. during the year 1950*

| Sl. No. | Name of the post for which recommended | Date on which appointed | Date of reference to the Commission | No. of appointments | Advice sent by the Commission |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 1 | District Mechanical Engineer, E. B. Railway. | 3-11-49 | 18-1-50 | 1 | Promotion was approved by the Commission. |
| 2 | Deputy Director in the Deptt. of Supply & Development. | 24-1-49 | 20-1-50 | 1 | Commission did not approve of the promotion. |
| 3 | Asstt. Secretaries in the Ministry of Health and Works, (Health Division). | 4-8-49<br>1-10-49 | 23-1-50 | 2 | Commission approved of the promotions. |
| 4 | Asstt. Secretary, Ministry of Industries. | 24-6-49 | 15-2-50 | 1 | Commission approvecd of the promotion. |
| 5 | Director of Millitary Lands and Cantonments, Ministry of defence. | | 15-2-50 | 1 | Promotion was approved. |
| 6 | Assistant Secretaries, Ministry of Defence. | | 28-2-50 | 5 | Commission approved of the promotions. |
| 7 | Dy. Director, Trade Deptt. of the office of the Pakistan High Commissioner in U. K. | | 3-2-50 | 1 | Commission did not approve of the promotion. The post was later advertised. |
| 8 | Assistant Secretaries in the Ministry of Defence. | 19-7-47<br>19-8-47<br>15-8-47 | 15-3-50 | 3 | Commission approved of the promotions. |
| 9 | District Controller of Stores, N. W. Railway. | 14-1-50 | 9-3-50 | 1 | Commission approved of the promotion for one year. |
| 10 | Assistant Controller of Printing and Stationery. | 21-7-47<br>12-5-48 | 16-3-50 | 2 | Commission only approved of the promotion of one Officer, and the other was not recommended. |
| 11 | District (Session Judge) (Listed Post, Judicial Side) Punjab. | | 11-3-50 | 1 | Commission approved of the promotion. |
| 12 | District and Session Judge (Listed Post) Punjab. | | 12-6-50 | 1 | Commission approved of the confirmation. |
| 13 | Officer- in-Charge Wireless Traffic... | | 10-6-50 | 1 | Commission approved of the promotion. |
| 14 | Superior Posts in Pakistan Railway Accouns Service. | | 5-7-50 | 3 | Commission approved of the promotions. |
| 15 | District Controller of Stores. N. W. Railway. | 24-3-50 | 7-7-50 | 1 | On reconsideration Commission approved of the promotion on temporary basis. |
| 16 | Assistant Director, Ministry of Industries. | | 5-7-50 | 1 | Before the Commission could tender their advice, they were informed that the case will be reviewed when the classification of post is finally decided. |
| 17 | Assistant Directors in the Deptt. of Supply and Development. | 1-1-49 | 19-7-50 | 3 | Do |
| 18 | Assistant Secretary, Ministry of Finance. | 4-6-49 | 29-7-50 | 1 | Commission approved of the promotion. |
| 19 | Assistant Director Deptt. of Supply and Development. | 1-1-49 | 10-8-50 | 1 | Commission did not approve of the promotion and advised that the post should be advertised. |
| 20 | Pakistan Police Service, (N. W. F. P. & Sind). | 5-9-42<br>14-4-42<br>9-10-42<br>9-9-48<br>8-5-47<br>20-12-47<br>24-5-48<br>31-5-47<br>8-9-47<br>11-2-49<br>9-9-47 | 10-5-50 | 12 | Case still under consideration. |
| 21 | Assistant Secretary, Ministry of Refugees and Rehabilitation. | 24-4-50 | 1-8-50 | 1 | Commission approved of the promotion. |
| 22 | Production Engineer, in the Railway Division. | 31-3-50 | 21-8-50 | 1 | Commission approved of the promotion under reg. 4 (b). |
| 23 | Assistant Secretary, Labour Division | 3-9-49 | 17-8-50 | 1 | Commission approved of the promotion. |

APPENDIX XI—*contd.*

*Statement showing cases of promotions referred to the P.P.S.C. during the year* 1950—contd.

| Sl. No. | Name of the post for which recommended | Date on which appointed | Date of reference to the Commission | No. of appointments | Advice sent by the Commission |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 24 | Promotion from Telegraph Engg. Service Class II to Class I Service. | | 10-8-50 | 15 | Commission were requested to recommend about 14 names for promotion from Class II to Class I service of Telegraph Engineering. Commission recommended 15 names and at the same time advised that officers recommended who are below 45 years and do not possess any technical qualifications should be required to obtain some recognised qualifications before they are promoted or confirmed in the Class I service. |
| 25 | Geologists (Class I service) in Geological Survey of Pakistan. | | | 5 | Commission did not approve of the promotions and advised that the posts should be advertised. |
| 26 | Deputy Director (Purchase) Textile Commissioner's Office, Ministry of Industries. | | 24-8-50 | 1 | Commission did not approve any of the officers for appointment as Dy. Director, and suggested that the post be advertised. |
| 27 | Assistant Secretaries in the Cabinet Secretariat. | 8-8-49<br>19-9-49<br>6-10-49 | 23-8-50 | 3 | Commission approved of the promotions. |
| 28 | Assistant Director of Development (Cottage Industries) Deptt. of Supply and Development. | 1-1-49 | 31-8-50 | 1 | Commission did not approve of the appointment and advised that the post should be advertised. |
| 29 | Supdt. of Collieries in the Coal Commissioner's organisation. | | 16-9-50 | 1 | Commission approved of the promotion. |
| 30 | Do | | 16-9-50 | 1 | Commission approved of the promotion. |
| 31 | Assistant Secretary in the Food Division. | 1-10-47 | 18-9-50 | 1 | Commission approved of the promotion as a special case. Promotion was from an irregular source. |
| 32 | Assistant Coal Commissioner in the Coal Commissioner's organisation. | | 16-9-50 | 1 | Commission approved of the promotion. |
| 33 | Assistant Secretary in the Ministry of States and Frontier Regions. | | 11-10-50 | 1 | Commission approved of the promotion. |
| 34 | Assistant Locust Entomologist and Locust Technical Officer, Plant Protection Department. | | 13-10-50 | 2 | Commission approved of the promotions. |
| 35 | Listed posts in Police Service of Pakistan. | | | 6 | Commission approved of the promotions with the exception of one officer. |
| 36 | Station Director, Radio Pakistan ... | | 31-10-50 | 9 | Commission approved of the promotions. |
| 37 | Assistant Secretaries in the Ministry of Foreign Affairs and Commonwealth Relations. | | 7-11-50 | 6 | Commission approved of the promotion of one Officer but did not agree to the promotions of two other Officers. Instead they recommended five other names for promotion as Assistant Secretary. |
| 38 | Assistant Secretary, in the Home Division. | | 16-10-50 | 1 | Commission approved of the promotion for a short period and desired to see a further report on his work. On a subsequent reference Commission declined to recommend his promotion as Asstt. Secretary. |
| 39 | Asstt. Director, Grade II... ... | 21-4-49 | 6-5-50 | 1 | Commission approved of the promotion. |
| 40 | Asststant Secretary in the Agriculture Division. | | 20-11-50 | 1 | Commission did not approve of the promotion. |
| 41 | Dy. Mint Master, Pakistan Mint, Lahore. | 16-8-50 | 21-11-50 | 1 | Commission suggested advertisement of the post. |
| 42 | Senior Inspector of Aircraft ...<br>Senior Communication Engineer ...<br>Senior Communication Officer ...<br>Senior Communication Instructor ...<br>Senior Communication Officer ... | | 23-11-50 | 5 | Commission approved of all the promotions. |
| 43 | Deputy Post Master General ... | | 29-11-50 | 4 | Commission approved of the promotions. |
| 44 | Assistant Secretaries, Ministry of Defence. | | 7-12-50 | 3 | Commision approved of the promotions and advised that the seniority of the three officers should count from the dates of their appointment as Supdt. and not from the dates of their appointment as Assistants. |
| 45 | Engineer-in-Charge HPT Station Engineer.<br>Asstt. Station Engineer, Radio Pakistan. | | 19-12-50 | 3 | Commission approved of the promotions. |

# APPENDIX XII

*Statement showing cases of Promotions, referred to the P.P.S.C. during the year* 1951

| Sr. No. | Name of the post for which recommended | Date of reference | Number of appointments | Advice sent by the Commission |
|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 |
| 1 | Assistant Mycologist ... ... ... | 3-1-51 | 1 | Commission approved the appointment. |
| 2 | Assistant Collectors of Customs ... ... | 15-12-50 | 8 | Commission approved of the appointments except one which is still under consideration. |
| 3 | District Controller of Stores, N. W. R. ... | 18-1-51 | 1 | Commission approved the promotion till the time a suitable officer is available. |
| 4 | Superintendent, Railway Telegraphs, N. W. Railway. | 18-1-51 | 1 | Commission approved of the appointment under regulation 4 (b) till such time as Commission's nominee is available. |
| 5 | Meteorologist in the Aviation Division ... | 17-1-51 | 4 | Commission approved of the appointments except one. |
| 6 | Assistant Secretary in the Revenue Division. | 26-1-51 | 1 | Commission approved of the appointment. |
| 7 | Maintenance Engineer, Radio Pakistan ... | 10-2-51 | 1 | Commission approved of the appointment. |
| 8 | Assistant Secretary, Ministry of Kashmir Affairs. | 22-2-51 | 1 | Commission approved of the appointment. |
| 9 | Director Meteorological Services .. ... | 24-2-51 | 1 | Commission approved of the appointment. |
| 10 | Assistant Coal Commissioner (Acctts.) ... | 8-3-51 | 1 | Commission did not approve of the appointment and suggested that the post should be readvertised. |
| 11 | Station Director and Equivalent posts in Radio Pakistan. | 20-3-51 | 1 | Commission did not agree with the proposal. |
| 12 | *Ad-hoc* Recruitment of N.-W. F. P., C. S. (Executive) officers to the C. S. P. | ... | 4 | Commission considered 18 officers and recommended seven for appointment. |
| 13 | Plant Pathologist in the Department of Plant Protection. | 27-3-51 | 1 | Commission approved of the appointment. |
| 14 | Assistant Secretary, Constituent Assembly of Pakistan. | 10-4-51 | 1 | Commission approved of the appointment. |
| 15 | Assistant Secretary, Ministry of Law ... | 18-4-51 | 1 | Commission approved of the appointment. |
| 16 | District Medical Officer in the N. W. Railway. | 24-4-51 | 1 | Commission approved of the appointment. |
| 17 | Research Officer, Ministry of Economic Affairs. | 5-2-51 | 2 | Commission advised that the officers should apply in response to their advertisement and may take chance in the open competition. |
| 18 | Confirmation of East Pakistan Civil Service Executive officers in listed posts of Magistrate-Collector. | 16-5-51 | 23 | Commission recommended 23 officers for confirmation. |
| 19 | *Ad-hoc* appointment of Provincial Civil Service Officers (East Pakistan) to the Civil Service of Pakistan. | ... | 5 | Commission considered 40 officers and recommended 8 for appointment. |
| 20 | *Ad-hoc* appointment of Provincial Civil Service Officers (Sind) to Civil Service of Pakistan. | ... | 2 | Commission considered 13 officers and recommended 2 for appointment. |
| 21 | Assistant Secretary, I and B. Division ... | 16-5-51 | 1 | Commission did not approve of the appointment and advised that the officers under consideration being of equal merits the senior most should be appointed. |
| 22 | Director of Military Lands and Cantonment. | 14-5-51 | 1 | Commission approved of the appointment. |
| 23 | Assistant Secretary in the Agriculture Division. | 14-6-51 | 1 | Commission did not agree to the proposal. |
| 24 | Station Engineer in Radio Pakistan ... | 1-6-51 | 1 | Commission approved of the appointment. |
| 25 | Deputy Educational Adviser (General) ... | 27-6-51 | 1 | Commission approved of the appointment. |
| 26 | Education Officer (General) ... ... | 4-7-51 | 1 | Commission approved of the appointment. |

APPENDIX XII—*contd.*

*Statement shwoing cases of Promotions, referred to the P.P.S.C. during the year* 1951.—contd.

| Name of the post for which recommended | Date of reference | Number of appoint-ments | Advice sent by the Commission |
|---|---|---|---|
| 2 | 3 | 4 | 5 |
| Confirmation of Provincial Police officers (Pb.) in the Police Service of Pakistan. | 16-7-51 | 10 | Commission approved of the confirmation of first seven officers. Regarding the other three the Commission advised that their cases be referred after two years. |
| *Ad-hoc* appointment of Punjab Provincial Service Officers to C. S. P. | ... | 3 | Commission considered 25 officers and recommended 6 for appointment. |
| Confirmation of East Bengal Police Officers in the Police Service of Pakistan. | 20-7-51 | ... | Proposal withdrawn by the Government. |
| Divisional Engineers Telegraphs (Class I Service). | 26-7-51 | 7 | Commission approved of the appointment. |
| Deputy Collector of Central Excise and Land Customs. | 31-7-51 | 1 | Commission approved of the appointment. |
| Promotion from Telegraph Traffic Service Class II to Telegraph Traffic Service Class I. | 10-8-51 | 6 | Commission approved of the appointment. |
| Assistant Collectors of Central Excise and Land Customs. | 7-8-51 | 21 | Commission approved of the appointments of 17 officers. Cases of the rest are still under consideration. |
| Superintendent, Karachi District Prison ... | 18-8-51 | 1 | Commission approved of the appointment. |
| Chemist, Geological Survey of Pakistan, Quetta. | 8-9-51 | 1 | Commission approved of the appointment. |
| Assistant Secretary, Ministry of Labour ... | 6-9-51 | 1 | Commission approved of the appointment under Regulation 4 (b). |
| Promotion to Class I, Grade I Service in the Income Tax Department. | 10-9-51 | 10 | Commission approved of the appointments except of two officers. |
| Assistant Secretary, Ministry of Labour ... | 28-8-51 | 1 | Matter still under consideration. |
| Assistant Secretary, Ministry of Labour ... | 28-8-51 | 1 | Still under consideration. |
| Marketing Officer and Assistant Marketing Officer. | 27-9-51 | 2 | Still under consideration. |
| Preparation of fit list for promotion to listed posts (Sind Province). | 22-10-51 | 9 | Still under consideration. |
| Assistant Secretaries. Ministry of Refugees and Rehabilitation. | 24-10-51 | 2 | Commission did not approve the appointments. |
| Assistant Director (Admn.) and Senior Store Officer respectively in the Civil Aviation Department. | 26-11-51 | 2 | Case under consideration. |
| Assistant Secretary, Ministry of Law ... | 26-11-51 | 1 | Commission approved of the appointment under regulation 4 (b). |

## APPENDIX XIII.

*Statement showing disciplinary cases dealt with during the year 1950.*

| Serial Number | Designation of the officer against whom the proceedings were drawn | Recommendations of the Commission | Remarks |
|---|---|---|---|
| 1 | 2 | 3 | 4 |
| 1 | Chief Commercial Officer ... ... | The Commission advised that the officer should be censured. | The final orders passed by the Government have not so far been intimated to the Commission. |
| 2 | Divisional Medical Officer ... | The Commission advised that the officer should be dismissed from service and the Government's contribution to his Provident Fund together with the interest accrued thereon should be forfeited. | Commission's advice accepted. |
| 3 | Chief Mechanical Engineer ... | The Commission recommended that if the Government had actually suffered financial loss the recovery of the amount overcharged by the officer should be made and the officer concerned should be warned. | Commission's advice accepted. |

# APPENDIX XIV

*Statement showing number of disciplinary cases dealt with during the year* 1951

| Designation of the officer against whom the proceedings were drawn | Recommendations of the Commission | Remarks |
|---|---|---|
| 2 | 3 | 4 |
| Income Tax Officer, (Muzaffargarh) ... | The Commission advised that the case be dealt with according to the procedure laid down in rule 55 of the Civil Services (Classification, Control and Appeal) Rules and then it may be referred to the Commission with all the relevant records. | Further reference from the Ministry is still awaited. |
| Probationer, Pakistan Administrative Service, Academy. | The Commission held out that a warning does not amount to censure but must be recorded in the confidential roll of an officer. Further the Commission pointed out that the irresponsible manner in which the officer had behaved made him unfit for any post of responsibility. | Government decided that the officer should be given another chance and a warning should be administered to him. |
| )fficiating Deputy Traffic Manager, East Bengal Railways, Chittagong. | The Commission advised that the officer should be reverted to his substantive post in the senior scale as a permanent measure. | Final orders have been passed by the Government reverting the officer in the senior scale as a permanent measure. |
| \n Officer of the Pakistan Administrative Service. | The Commission advised that the charges framed against this officer were unfounded and could not be proved and therefore the officer must be held to be completely exonerated of these allegations. | Final orders have been passed by the Government in complete harmoney with the Commission's recommendations. |
| Chief Engineer, Punjab, P. W. D. Irrigation Branch. | Do. | Final orders awaited. |
| 1anager, Employment Exchange, Hyderabad. | ... | Case still under consideration. |
| egional Director, Meteorological Centre, Lahore. | The Commission advised that definite charge or charges should be framed and communicated to the accused and his explanation obtained. The case should then be referred to the Commission with all the relevant papers. | |
| emporary Assistant Engineer, N. W. Railway. | The Commission advised that before the officer is removed from service he should be given an opportunity to show cause why he should not be so removed. | |
| 1 Officer of the Provincial Civil Service, (Punjab). | The Commission advised that the officer should not merely be required to refund the Travelling Allowance improperly drawn and the cost of petrol but he should be dismissed from service or else he should face an open enquiry so as to establish the innocence he originally protested or tender his resignation. | Final orders passed in this case have not yet been communicated to the Commission. |
| puty Chief Controller of Imports ind Exports, Karachi. | The Commission advised that charges 1 and 3 against the officer were unimportant and finding in charge No. 2 had been vitiated by irregularities which caused material prejudice to the Officer.<br><br>Commission also suggested to the Ministry to consider whether any action was necessary against the officers responsible for the errors and delays in the enquiry. | The final orders passed in this case have not yet been communicated to the Commission. |
| istant Director of Films, Information and Broadcasting Division. | The Commission advised that definite charge or charges should be framed and communicated to the accused and his explanation obtained. The case should then be referred to the Commission for advice with all relevant papers. | The matter is still under consideration. |

# APPENDIX XV

*Statement showing Irregular Appointments*

| Sr. No. | Name of Ministry/ Division | Post to which appointed | Date of appointment | Date of Reference | Period of employment after which reference made | | | Remarks, if any |
|---|---|---|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | | | 7 |
| | | | | | Yrs. | Mths. | Days | |
| 1 | Agriculture Division | Assistant Secretary | 14-1-49 | 18-6-49 | ... | 5 | 4 | On receipt of the reference the Commission enquired if any supersessions were involved. Reply was received after one year stating that the file had been misplaced and was reconstituted. Even then the Character Roll of the officer was incomplete, the last confidential report being dated 29-7-47. The Character Roll duly completed was received after about five months and the Commission approved of the appointment on 21-6-51. |
| 2 | Health Division ... | Biochemist, Jinnah Central Hospital, Karachi. | 27-11-49 | 18-3-50 | ... | 3 | 21 | Commission enquired of the qualifications required for and the duties of the post. No reply received so far inspite of reminders. |
| 3 | Ministry of Refugees and Rehabilitation. | Deputy Secretary ... | 25-9-47 to 19-5-49 | 27-5-50 | 3 | ... | ... | Commission accorded *ex-post-facto* approval but pointed out that such occasions should not be allowed to arise in future. |
| 4 | Ministry of Finance, (Revenue Division). | Inspecting Officer for Sales Tax, Karachi. | 20-12-48 | 26-5-50 | 1 | 5 | 6 | In referring the case, the Minister neither furnished the educational qualifications nor the service particulars of the officer. Moreover the Commission should have been consulted at the time the officer was re-employed or at any rate before he continued in his appointment after the period of one year. The officer was approved, after interview, for another year. |
| 5 | Railway Division ... | Assistant Electrical Engineer, East Bengal Railways. | 28-3-49 | 14-6-50 | 1 | 2 | 16 | The Commission agreed to the continued re-employment of the officer for one year from 28-3-50 but pointed out that under the Regns. the case should have been referred to them before the expiry of the first term of the officer's re-employment. |
| 6 | Law Division ... | Special Judge ... | 18-10-48 | 17-6-50 | 1 | 7 | 29 | The Commission pointed out that the appointment should have been referred before the expiry of the period of one year and protested against such disregard of Regulations. *Ex post facto* approval to the appointment was, however, accorded as a special case. |

## APPENDIX XV—*contd.*

*Statement showing Irregular Appointments*—contd.

| ‹ame of Ministry/ Division | Post to which appointed | Date of appoint-ment | Date of Reference | Period of employment after which reference made | | | Remarks, if any |
|---|---|---|---|---|---|---|---|
| 2 | 3 | 4 | 5 | 6 | | | 7 |
| | | | | Yrs. | Mths. | Days | |
| ealth Division ... | Deputy Director General Medical Services. | 19-1-48 to 25-8-49 | 16-6-50 | 2 | ... | ... | Commission accorded *ex post facto* approval to the appointment but pointed out that occasions for such approval should not be allowed to arise in future. |
| inistry of Finance, Revenue Division). | Senior Inspecting Officer for Sales Tax, Dacca. | 8-11-48 to 30-6-50 | 5-7-50 | 2 | ... | ... | In this case also full particulars of the officer's qualifications were not supplied. When the Commission enquired of the circumstances under which the appointment was not referred before the expiry of the period of one year, they were informed that the matter was being investigated and action would be taken to prevent recurrence of such cases. Commission accorded *ex post facto* approval. |
| alth Division ... | Deputy Superintendent and Assistant Superintendent (General), Jinnah Central Hospital, Karachi. | 9-6-49<br>4-6-49 | 10-7-50 | 1 | 1 | ... | The Commission pointed out that as apparently the appointments were likely to continue for more than a year they should have been consulted much earlier Moreover the appointment should have been reported in the monthly returns as they had been made without consultation with the Commission sion. Before giving any advice the Commission asked for full particulars of the officers. It was only after several reminders and more than a year had elapsed that a reply was received. The Commission refused to accord approval to the appointment to the post of Duty Superintendent because the matter was delayed unnecessarily by the Ministry. As to the appointment to the post of Assistant Superintendent (General) the Commission observed that the officer held the post for more than a year without reference to the Commission. Both the posts have since been advertised. |
| stry of Indus-s. | Assistant Director in the Deptt. of Mineral Concessions. | 12-7-49 | 24-7-50 | 1 | ... | 12 | Commission approved of the appointment but suggested that the posts which required technical qualifications hould be separated from those which do not require technical qualifications and, if possible, they should be given different designations. |
| stry of Interior, rmation and dcasting Divi- | Officiating Editor, "Pakistan". | 4-6-49 | 19-7-50 | 1 | 1 | 15 | The Commission pointed out that the appointment should have been reported to them much earlier. They did not approve the appointment of the officer for another year but advised that the post should be re-advertised. |

APPENDIX XV—*contd.*

*Statement showing Irregular Appointments*—contd.

| Sr. No. | Name of Ministry/ Division | Post to which appointed | Date of appoint-ment | Date of Reference | Period of employment after which reference made | | | Remarks, if any |
|---|---|---|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | | | 7 |
| | | | | | Yrs. | Mths. | Days | |
| 12 | Ministry of Industries. | Deputy Director, Government Test House. | 20-4-50 | 16-8-50 | ... | ... | ... | This appointment was not referred to the Commission. The Commission took notice of it when the appointment was notified in the Gazette. The Ministry were asked to state the circumstances under which it was not considered necessary to make the recruitment through the Commission. The explanation given by the Ministry was not convincing and the Commission suggested advertisement of the post to which the Ministry agreed. |
| 13 | Ministry of Interior, (Home Division). | Superintendent of Police in the Pakistan Special Police Establishment. | 8-5-49 | 12-9-50 | 1 | 4 | 4 | The Commission accorded *ex post facto* approval to the appointment of the officer and to his further continuance in service for a period of one year but pointed out that the Commissi n take a serious view of such irregularities and consider that the officers responsible must receive a warning. |
| 14 | Ministry of Industries. | Assistant Coal Commissioner (Technical) and Combustion Engineer. | Optees | 16-9-50 | ... | ... | ... | The Commission, while approving of the appointments, asked why there had been a delay of about 3 years in seeking the approval. The Ministry stated that the regular set up of the Coal Commissioner's organisation could not be settled earlier and the organisation had been extended from time to time for periods ranging from two to six months in the past. |
| 15 | Ministry of Refugees and Rehabilitation. | Special Liaison Officer. | 21-6-48 | 17-10-50 | 2 | 3 | 26 | In this case approval was sought to the appointment of the officer as Special Liaison Officer from 21-6-48 to 9-7-49. The reference was made to the Commission after about 2 years. The Commission observed that the officer, since his first appointment, had held different appointments and all of them without their approval. They refused to accord *ex post facto* approval to the appointment and reported the case to Cabinet Secretariat. The Cabinet Secretariat replied that the case was submitted to Hon'ble Prime Minister and that Hon'ble Prime Minister had observed that the Commission had said nothing against the merits of the officers who was not at fault if his Ministry delayed a eference to the Commission. The Hon'ble Prime Minister |

APPENDIX XV—*contd.*

*Statement showing Irregular Appointments*—contd .

| | Name of Ministry/ Division | Post to which appointed | Date of appoint-ment | Date of Reference | Period of employment after which reference made | | | Remarks, if any |
|---|---|---|---|---|---|---|---|---|
| | 2 | 3 | 4 | 5 | 6 | | | 7 |
| | | | | | Yrs. | Mths. | Days | |
| | | | | | | | | therefore directed that the officer should continue in his present post. In reply the Commission pointed out that they had no occasion to express any opinion on the merits of this officer and in any case it was not the function of the Commission to approve appointments which were made without consulting them but advise as to the suitability of candidates before appointments are made. |
| 5 | Commerce Division | Assistant Economic Adviser & Research Officer. | Optees | 12-12-50 | ... | ... | ... | The Commission called for full particulars of the two officers as well as of the posts held by them The information was received after more than a year and in respect of one officer only. Commission approved of his appointment. Reference of the case of the other officer is still awaited. |
| 7 | Health Division ... | Port Health Officers and Assistant Port Health Officers. | 16-12-47<br>9-8-49<br>1-12-47<br>9-8-48 | 10-11-50 | 2<br>1<br>2<br>2 | 10<br>3<br>11<br>3 | 24<br>1<br>9<br>1 | The Commission enquired of the reasons why a reference to the Commission could not be made earlier. The reply of the Ministry that the re-organisation of the Port Health cadre was under consideration was not at all convincing and the Cabinet Secretariat were apprised of the position. |
| 8 | Ministry of Industries. | Promotion of five Assistant Geologists to the post of Geologist. | 28-7-48 | 23-8-50 | 2 | ... | 25 | The Commission strongly protested against this delay and disregard of Government instructions and statutory rules and suggested that persons responsible for this neglect should be dealt with suitably. As a result of lengthy discussion between the Secretary of the Ministry with the Chairman of the Commission and the Director, Geological Survey of Pakistan, the Commission agreed to the confirmation of these officers as Geologists. |
| 19 | Ministry of Industries. | Director Textile (Purchase and Distribution). | 4-9-48 | ... | ... | ... | ... | The Commission agreed to the continuance of an officer in the post till they were able to recommend a suitable candidate. The post was advertised in January 1949 and the above officer also applied. But the Ministry informed the Commission that no recruitment need be made to the post which obviously meant that the post was to be left vacant. But the officer concerned was continued in the post without any |

## APPENDIX XV—*contd.*

*Statement showing Irregular Appointments*—contd.

| Sr. No. | Name of Ministry/ Division | Post to which appointed | Date of appoint-ment | Date of Reference | Period of employment after which reference made | | | Remarks, if any |
|---|---|---|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | | | 7 |
| | | | | | Yrs. | Mths. | Days | |
| | | | | | | | | attempt to recruit a suitable person through the Commission. On a further reference the Ministry requested the Commission that recruitment to the post be proceeded with and a suitable candidate selected. |
| 20 | Ministry of Interior (Home Division). | Hony. Special Magistrate, Karachi. | 1-8-49 | 7-2-51 | 1 | 6 | 6 | The case was referred for approval of the Commission when only a month was left for the term of appointment to expire. It took the Home Division about one and a half year to find out that consultation with the Commission in this case was obligatory. Commission conveyed *ex post facto* approval to the appointment from 1-8-49 to 31-3-51. |
| 21 | Ministry of Interior (Home Division). | Deputy Superintendent of Police, Karachi. | 13-12-48 | 17-4-51 | 2 | 4 | 4 | A requisition for recruitment to the post w is forwarded and the Commission were requested to accord *ex post facto* approval to the appointment of an officer who was appointed to the post on an *ad-hoc* basis till such time as the Commission's nominee was available. The Commission accorded their approval but pointed out that the case should have been referred much earlier when it was kno vn that the officer was likely to continue in the post for more than one year. |
| 22 | Agriculture Division | Deputy Agricul'ural Development Commissioner. | 15-8-47 | 15-5-51 | 3 | 9 | ... | The Commission accorded *ex post facto* ap roval to the appointment but pointed out that the case should have been referred for regularisation much earlier. |
| 23 | Information and Broadcasting Division. | Assistant Director, External Services and Monitoring Department. | 3-8-49 | 12-6-51 | 1 | 10 | 9 | The appointment was reported in the monthly return for August, 1949 and was stated to have been made pending recruitment through the Commission. Later on it was stated that the appointment to the post had been made from amongst candidates recommended by the Commission for the post of Assistant Station Directors. The Commission thereupon suggested that their approval should be obtained for appointment of candidates approved by them for the post of Assistant Station Direct r o analogous but new posts. The Minis ry held that it was a case of transfer from one post to another in the same cadre and prior approval |

APPENDIX XV—*contd.*

*Statement showing Irregular Appointments*—contd.

| Sr. No. | Name of Ministry/ Division | Post to which appointed | Date of appoint-ment | Date of Reference | Period of employment after which reference made | | | Remarks if any |
|---|---|---|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | | | 7 |
| | | | | | | | | of the Commission was not necessary but they were informed that transfer within the same class of services required the approval of the Commission under Rule 3 of the Consultation Regulations if the officer did not hold a permanent post under the Central Government. On enquiry whether the officer held any substantive appointment the Ministry stated that the officer had since resigned his post. The Commission then informed the Ministry that if the officer continued to remain in service for more than one year then *ex post facto* approval of the Commission was necessary under Regulation 4 (b) of Federal Public Service Commission (Consultation by the Governor General) Regulations. |
| 24 | Ministry of Refugees and Rehabilitation. | Liaison Officers, New Delhi and Jullundur. | 11-11-50<br>5-10-50 | 10-8-51 | ...<br>... | 8<br>10 | 29<br>5 | One of these officers was first approved by the Commission for a temporary appointment of Attache, Law Division on an initial salary of Rs. 500. He has, however, been allowed to hold posts carrying such higher salaries without the Commission's approval. His present post of Liaison Officer carries a salary of Rs. 1,000. He has been allowed to hold positions which raised his salary from Rs. 500 to Rs. 1,000/- in about two years time without the approval of the Commission and even by resorting to misuse and misinterpretation of the Statutory Rules. The Commission have lodged a strong protest with the Government. |

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